



ANNUAL REPORT 2024



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A WORD FROM SCOTT NEESON

This has been an extraordinary year, marking our 20th anniversary - a significant milestone in our journey from a small grassroots initiative to a leading nonprofit organisation.

We were honoured to be joined by **His Majesty Norodom Sihamoni, King of Cambodia**, to celebrate 20 wonderful years.

The Cambodian Children's Fund (CCF) was founded with a simple yet powerful mission: To transform the most impoverished children into tomorrow's leaders.

What began as an effort to help a handful of children has evolved into a comprehensive model of care transforming the lives of thousands, providing not only education but the services that help keep children in school from healthcare and family support to community empowerment,

Over two decades, we have strived to break the cycle of generational poverty by ensuring that children and their families receive the resources, possibilities, and support needed to build brighter futures, and it is working.

Our Grade 12 students achieved an incredible 99% pass rate in the National Exams this year, setting them up for the next chapter in their lives. At the same time, a new generation of CCF students starts with us in our two kindergartens. These children represent the future of CCF and Cambodia.

New challenges demand continuous adaptation and innovation to ensure that we meet the changing needs of the communities we serve.

As we look ahead, our focus remains on deepening our impact, strengthening our programs, and expanding opportunities for those who need them most.

The past 20 years have demonstrated the power of education and community-driven change. Our commitment to this mission remains as strong as ever.

Warm regards,
Scott Neeson, Founder & Executive Director





OUR MISSION

Cambodian Children's Fund transforms the most impoverished children into tomorrow's leaders.

By delivering high-quality education, leadership training and direct support programs into the heart of one of Cambodia's most deprived communities, we can reach marginalised and neglected children and instigate lasting change, transforming families and communities.

We believe that with the right education and support, one child has the potential to lift an entire family out of poverty and that a generation of educated children has the power to change a whole society.

Through intensive and long-term investment, CCF is breaking the cycles of deprivation and abuse and giving vulnerable children a pathway out of poverty to bright futures with the skills, confidence, and resources they need to become the progressive leaders of change in their communities.



OUR APPROACH

For 20 years, CCF's holistic approach to tackling poverty's complex challenges has delivered proven results. Today, we are witnessing its long-term impact as our students graduate from universities and colleges, building independent futures.

The CCF model contributes to Cambodia achieving its commitments to the United Nations by supporting the top six Sustainable Development Goals: No Poverty, Zero Hunger, Good Health and Well-being, Quality Education, Gender Equality, and Clean Water and Sanitation.

Our model is based on three key pillars:



Education is key

Access to high-quality education is critical in breaking the generational cycle of poverty. By removing the barriers to education that keep children out of school, we can ensure every child has the opportunity to unlock their potential.



Leadership Training

Leadership training is a cornerstone of our model. Developing leadership skills is crucial to our students' success. Our goal is to nurture not just educated young people but passionate, engaged leaders and changemakers who care for their community and their country.



Direct Support Programs

At CCF, we understand that it takes a community to raise a child. To provide children with a nurturing and safe environment, their families must also be supported. By focusing on building a sense of community, we are reinstilling pride and respect for all those living in the area.

CCF operates over 60 interconnected projects across 6 key program areas:

EDUCATION



LEADERSHIP



CAREER AND LIFE SKILLS



CHILDCARE



COMMUNITY OUTREACH



HEALTHCARE



394,446

medical treatments provided by CCF's clinic, free of charge for all ages



191

students graduated from university (the first in their families)



571

students enrolled at university



1,688,779

meals served at the Evening Food Program



4,307

at-risk children enrolled in school



600

homes built in partnership with World Housing



2,028

people provided with safe homes



ZERO

maternal death rate across more than 1,500 births



AWARDS

A Legacy of Excellence: Awards and Recognition

Over the years, our work has earned the recognition of international organisations, global media, and independent charity evaluators, affirming not only the impact of our programs but the integrity and transparency behind them. Our 20th year has been a standout one for awards, with CCF receiving high-level recognition across countries and continents for the remarkable difference our work is making.



CHARITY NAVIGATOR

This year, CCF was voted one of the top three charities in its category in the 2024 Community Choice Awards by the leading nonprofit watchdog, Charity Navigator. We were one of the leading charities out of 225,000 charities assessed for the awards.

Finalists were selected through public voting, and we were the only child development charity from Asia to be included in the shortlist.

Charities were assessed in key areas such as financial health, governance, ethical practices, and accountability and transparency. CCF's top three placing recognised our commitment

to operating in accordance with industry best practices and openness with donors and stakeholders. Such an honour is a celebration of our work over the past 20 years.

We've been receiving perfect four star scores from Charity Navigator for 14 consecutive years, awarded to exceptional organisations that "exceed industry standards and outperform most charities in their cause."

In 2016, CCF was just one of 51 from 8,000+ organisations reviewed by Charity Navigator with a new assessment structure to receive a perfect 100% score, placing CCF in the top 1% of charities anywhere in the world.



GREAT NONPROFITS

We are proud to be consistently recognised as a Top-Rated Nonprofit by GreatNonprofits, based on reviews from volunteers, donors, and the community we serve.



CANDID GUIDESTAR

CCF was awarded the Platinum badge from Guidestar, the world’s largest source of information on non-profit organisations.

This recognition not only acknowledges our commitment to transparency but also gives reassurance to our potential supporters that we are a trustworthy nonprofit making a real difference.



NAVITAS AWARD

We were thrilled to win the 2024 Navitas Impact Award for our work providing disadvantaged children in Cambodia with access to the highest-quality education.

The Navitas Impact Awards celebrate initiatives creating change across the international education sector. The award was for the impactful Science, Technology, Engineering, Arts, and Mathematics (STEAM) program at our Neeson Cripps Academy (NCA) high school.

Since the NCA opened in 2017, more than 1,720 students have participated in STEAM activities, showcasing their skills and winning a national robotics competition to represent Cambodia internationally.



AIDN PHILANTHROPY WINNER

The work at our Neeson Cripps Academy also saw us win an International Philanthropy Award for our efforts to transform the lives of impoverished children through education.

The award from Philanthropy Australia and the Australian International Development Network (AIDN) recognised our partnership with the Cripps Foundation to create opportunities for young people from one of the most disadvantaged communities in the region to access the highest quality of education.

The Neeson Cripps Academy was named after Robert Cripps, former Chairman of Velcro Brand Companies, which generously gifted the school to Cambodian Children’s Fund (CCF), and Scott Neeson, Founder and Executive Director of CCF.

SCOTT'S STORY

“ Our education outcomes are a great source of pride; however witnessing the individual transformations of so many children, from despair to achievement, is what it's all about”

Scott Neeson, CCF Founder
& Executive Director



Scott Neeson's story reads like the script from one of the movies he made during his glittering Hollywood career.

Raised in the industrial suburb of Elizabeth in Adelaide, Australia, he dropped out of school aged 17 and got a job as a film projectionist at the local drive-in cinema on a government scheme.

Working his way up, he became the Managing Director of the distribution arm of Hoyts Film in Sydney. In this role, he caught the attention of the major US studios and was recruited by 20th Century Fox in Los Angeles, where he went on to become President of 20th Century Fox International.

Scott spent 15 years working in Hollywood, overseeing the international release of blockbuster films such as Braveheart, Titanic, Star Wars, Independence Day and X-Men.

Everything changed in 2003. While travelling to Phnom Penh, Cambodia, as part of a trip between jobs, he visited the notorious city garbage dump in the Steung Meanchey district. It was an experience Scott would later describe as "the single most impactful moment in my life."

The size of 30 football fields, hundreds of children, some as young as four years old, were surviving by clawing through

mounds of rubbish, looking for plastic, wood and metal to sell for food.

"I had seen poverty before. But I had never seen a place like this," recalls Scott.

"There were kids everywhere. In some cases, they'd been left there by parents who didn't want them. It was like standing at the edge of the apocalypse, staring into the abyss."

Scott began by providing emergency aid to one child, and her mother and sick sister. This quickly expanded to 45 children.

What impacted Scott most was that these children, who were living in the most abject squalor, were not asking for money. They simply wanted a chance to go to school.

A year later, he left Hollywood, moved to Phnom Penh, and set up the Cambodian Children's Fund (CCF), covering all the start-up costs out of his own pocket.

Today, Scott still lives in Phnom Penh, devoting his time to running CCF. He also travels extensively to raise donations to fund CCF's programs.

"As we look towards the future, I am excited about the possibilities that lie ahead. Widening the impact and sharing the knowledge we now have to benefit more children and people in need, says Scott.



NOEURN'S STORY

“ There have been good and bad times along the way, but I would choose the same path again. This was my dream.”

Sok Channoern, CCF
Country Manager

Before CCF, Noeurn dreamed of starting an NGO to educate disadvantaged children, inspired by her experiences overcoming hardship as a child. She had to work to afford to go to school, so she knows the power of education to change a life, as it did hers.

“I was from a very poor family. I used to scavenge for half a day, and then spend the other half at school,” says Noeurn.

A law graduate, Noeurn left her job as a teacher at a top private school in Phnom Penh to launch CCF with Scott Neeson after being introduced through a mutual friend.





“When we started, there were only six staff members, including myself, and at that time, I would do anything, including sometimes cleaning, bathing children, cooking, repairing—everything,” remembers Noeurn.

She has been there through all the ups and downs, accomplishments, and major milestones over the last two decades.

“Everyone counts, from cleaners to cooks, from a security guard to an admin person, from managers to Scott.

“Everyone puts their effort, love, and care together to build this organisation and achieve this far. Everyone is proud to work for CCF,” says Noeurn.

Noeurn, a mother of three, finds satisfaction in seeing children at CCF flourish and overcome their challenges, just as she did.

“I feel pride when I see a kid I’ve known since they were sitting on my lap, standing on stage wearing a graduation gown. My feeling in that moment is indescribable; it gives me goosebumps.”

CCF Founder Scott Neeson says: “Noeurn is the unsung backbone of all CCF programs. We have had such a close partnership since the earliest days of CCF. It would not exist in its current form if not for Noeurn.”

CELEBRATING 20 YEARS

Celebrating 20 years of CCF was a special occasion for students, community members and staff, with three days of events in Phnom Penh to mark the milestone.

We were privileged to welcome **His Majesty Norodom Sihamoni, King of Cambodia**, as the guest of honour at the Formal Ceremony at our Neeson Cripps Academy on 28 May.

“I would like to extend my gratitude and appreciation to the Cambodian Children’s Fund and all the teachers, officials, and staff who have devoted efforts to educating children as their own,” said His Majesty in a speech.

”I would like to thank Scott Neeson, Founder and Executive Director of Cambodian Children’s Fund. Every year, the Cambodian Children’s Fund assists thousands of poor Cambodian children in obtaining education, maintenance, and support to acquire a wealth of knowledge.”



His Majesty toured the NCA facilities, which featured a fair showcasing the work of CCF students in science and technology, art and design, 3D and motion capture, and Khmer poetry, where he met with students and staff.

The King also presented medals to CCF staff and VIPs in recognition of their contributions to Cambodia. Scott Neeson, CCF Founder, received the Grand Order of National Merit of Chea Tepo, an award only given to foreign

Heads of State and those who have performed exceptional services to the country of Cambodia.

His Holiness Samdech Bour Kry, the leader of Buddhism in Cambodia, also attended the event alongside government ministers, local dignitaries, community leaders, and corporate executives.

Prime Minister Hun Manet's wife, Her Excellency Pich Chanmony, attended the official opening of our 20th celebrations on 26 May.

Her Excellency joined Scott Neeson, CCF founder, on stage at the celebrations in Steung Meanchey.

In her speech, Her Excellency said Scott Neeson's "genuine compassion for Cambodian children and dedication" had inspired her and her husband to support CCF's mission.

"Thank you from the bottom of my heart, Scott," said Her Excellency.



Her Excellency also attended a community street festival for CCF students and beneficiaries. She spent time talking to guests and touring booths and displays.

More than 3,000 CCF students, family members, and invited guests enjoyed the street celebrations.

Her Excellency has a special relationship with the grannies in CCF's communities, cared for by the CCF Granny Program, which provides support, including housing and healthcare.

Princess Jenna was the headline act among top-name singers performing on a community stage. Other artists included Mr Sai, Miss Vis, Mr Puthika, and Miss Sok Serey.

Approximately 300 volunteers, comprising CCF staff and students, assisted with logistics, transportation, and guest hospitality at events.

The celebrations were made possible with the support of event sponsors and collaborators.

Thanks to ABA Bank, ACLEDA Bank, Wing Bank, Chip Mong, GO Gym, AIA, Intercare Hospital, Tian Long Gong Si Co., Ltd., and the Royal Phnom Penh Hospital.



20 YEARS LOCAL

2024 was a memorable year for fundraising and promotional outreach in Cambodia, both in terms of financial impact and raising awareness of our work.

In our 20th year, we achieved our most successful in-country fundraising campaign to date, raising over USD \$50,000 from a Cambodian audience.

This is a significant achievement in the Khmer market, where charitable giving is still relatively new. Over the past five to six years, we've seen a notable shift in local philanthropy, catalyzed by the COVID-19 pandemic and a growing recognition that sustainable change must come from within.

As awareness of our work continues to grow, so too does the number of local CCF donors, partners, and supporters.

Our two-month social media campaign in August and September was timed to coincide with Pchum Ben, a traditional season of giving in Cambodia. Featuring influencers, partners, and government endorsements, the campaign was supported by a one-hour fundraising special—our first ever—broadcast live by the Cambodian Television Network (CTN), a free-to-air terrestrial channel.

In another first, we partnered with social media influencers to connect with younger audiences and expand our reach. Celebrities, including players from the Cambodian National Football Team, also joined the campaign to promote CCF's work and encourage donations online.

The strong trust in CCF and in Scott Neeson—a widely known and respected figure in Cambodia—continues to play a key role in encouraging local support.

The rapid development of fintech in Cambodia has also made it easier than ever to give.

Through a partnership with ABA Bank, we launched a “Scan to Give” feature, using a QR code to enable donations in just a few taps.

Building on the momentum of this campaign, we plan to launch an annual CCF fundraiser focused on the local market.

Our vision is to establish this as a recognized part of Cambodia's giving calendar.

In 2025, we aim to grow our base of recurring local donors, reach an older demographic, and expand our corporate network through new CSR partnerships.





To mark Cambodian Children’s Fund’s 20th anniversary, celebrations were held across the globe as our international CCF family came together in key regions to honour this incredible milestone.

In the U.S., two former CCF students joined our special events, which combined celebration with fundraising.

Mouykea, a recent recipient of a SHE-CAN scholarship—a global leadership program for young women—shared her inspiring story. She began studying Health & Society at Beloit College in Wisconsin this year, one of the first CCF students to win a scholarship to study in the United States.

Tola, one of the first CCF students rescued from the Steung Meanchey garbage dump in 2004, also participated. Now a valued member of our Sponsorship team, Tola is a powerful ambassador for CCF and the transformative power of education.

Following the success of our U.S. events, it was the UK and Australia’s turn to mark 20 years of CCF.

In London, our Founder Scott Neeson hosted an evening reception on 4 July, meeting long-time supporters and new faces alike. Despite coinciding with the UK General Election and U.S. Independence Day, the event drew a great crowd and served as an excellent platform to raise awareness of CCF’s mission.

Australia followed with a series of events in Sydney and Adelaide in September. The Sydney Gala, a black-tie dinner, was a sold-out success, welcoming 27 new sponsors.

In Adelaide—Scott’s hometown—we held our first-ever events in the city, using the opportunity to test the waters for future engagement. The success of these events marks Adelaide as a promising new frontier for CCF’s work in Australia.

Hong Kong wrapped up our 20th anniversary celebrations with a black-tie gala dinner in November, featuring four CCF students: two currently studying in Australia, and two high school students from Cambodia. Their presence was a powerful reminder of the impact our supporters help create.



99%
pass rate by
Grade 12 students
in the National
Examination



96
CCF students
graduate from
high school



30 university
graduates



27,973
treatments
at CCF's
Medical Clinic



173,200
meals served to
hungry children in
the community



51
kindergarten
students
graduate
to Grade 1



610
students participated in
70,392 hours of community
service across **40**
leadership/volunteer activities



56,450 kg
of rice provided
to **4495** needy
cases

2024 IN NUMBERS

KEY EVENTS 2024

JANUARY

AIA Partners

AIA Cambodia, part of Asia's largest life insurer group, joins forces with CCF to create new opportunities for Cambodian youth through scholarships, sports training, and career development programs. This includes sponsoring four CCF students through their university studies with fees and living expenses.

FEBRUARY

University Graduates

There were smiles and tears of joy as the latest CCF university graduates celebrated completing their degrees at a ceremony at the Neeson Cripps Academy. Each student received a graduation certificate on stage, watched by family, friends and CCF staff.

MARCH

Kangaroo Medals

CCF students scoop 11 medals at a Math Kangaroo competition against 500 competitors. 20 primary students took part against national and international schools, scooping four golds, two silvers, and five bronze medals.

APRIL

New Year

Children and families leave to celebrate Khmer New Year with their families in their homelands by buses and other forms of transportation provided by CCF. The holiday is one of the most culturally important in Cambodia.

MAY

20th volunteers

A team of 300 volunteers, comprising CCF staff and students, assist with logistics, transportation, and guest hospitality at 20th events in Phnom Penh, working on the ground and behind the scenes to help ensure everything runs smoothly and as planned.

JUNE

Farewell Bun Sen

A sad goodbye to Granny Bun Sen, CCF's remarkable Granny, who passed at the age of 106. Granny Bun Sen was one of the first grannies to join CCF in 2004. A CCF documentary about the remarkable reunion with her sister after 50 years is later screened at a short film festival.



JULY

Young Leaders in America

Seven CCF students head to the U.S. for the Tony Robbins Global Youth Leadership Summit (GYLS), a five-day program empowering youth aged 14-16 to become young leaders and tomorrow's change makers. CCF has been sending students to GYLS for 16 years, thanks to the support of The Tony Robbins Foundation.

AUGUST

Team Cambodia

We were thrilled to welcome the Cambodian national football team to CCF. The energy was electric at the Neeson Cripps Academy as students got to meet their sporting heroes up close and kick the ball around with the professionals.

SEPTEMBER

World Cup Stars

Five CCF students are chosen to represent Cambodia at the 2024 Homeless World Cup in South Korea. The event in Seoul attracts more than 70 teams. It's the 12th time that CCF partner Happy Football Cambodia Australia has arranged for a Cambodian team to participate.

OCTOBER

PM Visit

Prime Minister Hun Manet and his family are guests of honour at a lunch for students, parents, grannies and community members at Yeo's Kindergarten. He has visited CCF several times since 2015; this was the first time since becoming Prime Minister.

NOVEMBER

99% Success

Students achieve an outstanding 99% pass rate in the Grade 12 National Exam, compared to the national average of 79%. The 19 students from CCF's Tomorrow Academy who sat the exam score a perfect 100% pass.

DECEMBER

Melbourne Bound

Two more CCF students, Panha and Sokchea, depart Cambodia for Australia to begin a fully funded scholarship at Trinity College, part of the prestigious University of Melbourne. It was second-time lucky for Sokchea, who narrowly missed out on the scholarship last year.



APSARA GRANNIES

Two remarkable members of our Granny Program—Granny Mao (104) and Granny Rin (79)—captured hearts across Cambodia when they became the “Apsara Grannies.”

Featured in a photography project celebrating Cambodian mothers and grandmothers for International Mother’s Day, they donned the traditional silk and shimmering headdresses of Apsara dancers—attire usually reserved for much younger women.

The resulting images, created by a local photographer and amplified by the creative collective Feel the Warmth, went viral. Coverage flooded social media, newspapers, and television, transforming the pair into unlikely cultural icons and shining a spotlight on the dignity and resilience of Cambodia’s elders.

We capitalised on the interest by launching an online fundraising campaign targeting the local market, utilising the images and stories of our Apsara grannies.

Both grannies live in CCF’s Granny Program, which offers vulnerable older women safe housing, nutritious food, and free healthcare.

Many entered the program after years of neglect or homelessness. With CCF’s support, they have flourished, reclaiming purpose and becoming pillars of their neighbourhoods—caring for children, sharing wisdom, and modelling community values.

Granny Mao delights in her newfound fame, saying, “I feel so proud to be an Apsara granny—from dressing up to posing for photos, and from pictures to paintings.”

Granny Rin, who lost much of her family during the Khmer Rouge era and once scavenged to survive, now fosters six children in our Girls-to-Grannies village.

The project fulfilled a lifelong dream: “When I visited Angkor Wat as a child, I saw women in Apsara dress and wished I could wear it one day. That dream has come true.”

Building on this momentum, we plan to expand local partnerships and fundraising initiatives next year, ensuring every granny in our care continues to thrive while inspiring the next generation.



LENKOV VILLAGE OPENS



As we neared the end of our 20th anniversary year, we proudly celebrated the opening of Lenkov Village, our newest community created in partnership with World Housing.

Located in Steung Meanchey near the site of the former garbage dump, Lenkov Village comprises 33 homes for children, families, and elderly community members—offering not just shelter, but a new beginning.

The village is named in honour of Peter Lenkov, a television and film writer, producer, and comic book author, who—along with his wife, Audie—played a central role in fundraising for the project.

The couple travelled from their home in Los Angeles to Cambodia to attend the opening ceremony and see firsthand the impact of their support.

“A home is so much more than four walls and a roof,” said Peter Lenkov.

“It is safety, it is stability, it is health, and it is opportunity. We think of housing as such a simple thing, but for those who don’t have it, it can be the spark that makes all the difference in the world.”

Built in the traditional Khmer stilted style, each home features a downstairs kitchen and a private bathroom. The community also includes a playground, library, and an open classroom where CCF’s Young Leaders volunteer to teach younger children. Residents have access to clean running water, healthcare, education, and full support services—including nursery and kindergarten provision for the youngest members.

The gift of a home in the new Lenkov village has transformed the life of Granny Chhun, 69, and her family.

For the past three years, she has lived with her daughter and six-year-old grandson in a cramped, dark room inside a warehouse, with spaces partitioned off with pieces of plywood.

“I am very happy to have a new home. “I want my grandson to have fresh air and a clean environment to grow up in. I want him to have a good life,” said Granny Chhun, who is in CCF’s Granny Program.

The opening of Lenkov Village also marked the celebration of a 10-year partnership between CCF and World Housing, a nonprofit organisation dedicated to gifting homes to the world’s most vulnerable families.

Together, we have built five communities in Steung Meanchey, providing around 600 homes and transforming the lives of over 2,100 people who previously lived in extreme poverty. A team from World Housing’s Canada office also joined the celebration in Cambodia, highlighting the strength of our global collaboration.

“It’s been a wonderful 10-year journey with World Housing, working for the same mission and the same goal. There are many more projects ahead, I hope,” said Scott Neeson, CCF Founder and Executive Director.

SCHOLARS RETURN

In 2018, we said goodbye to Sophy, one of our brightest students, as she left Cambodia for Australia to become CCF's first Trinity Scholar, earning a full scholarship to the prestigious Trinity College in Melbourne.

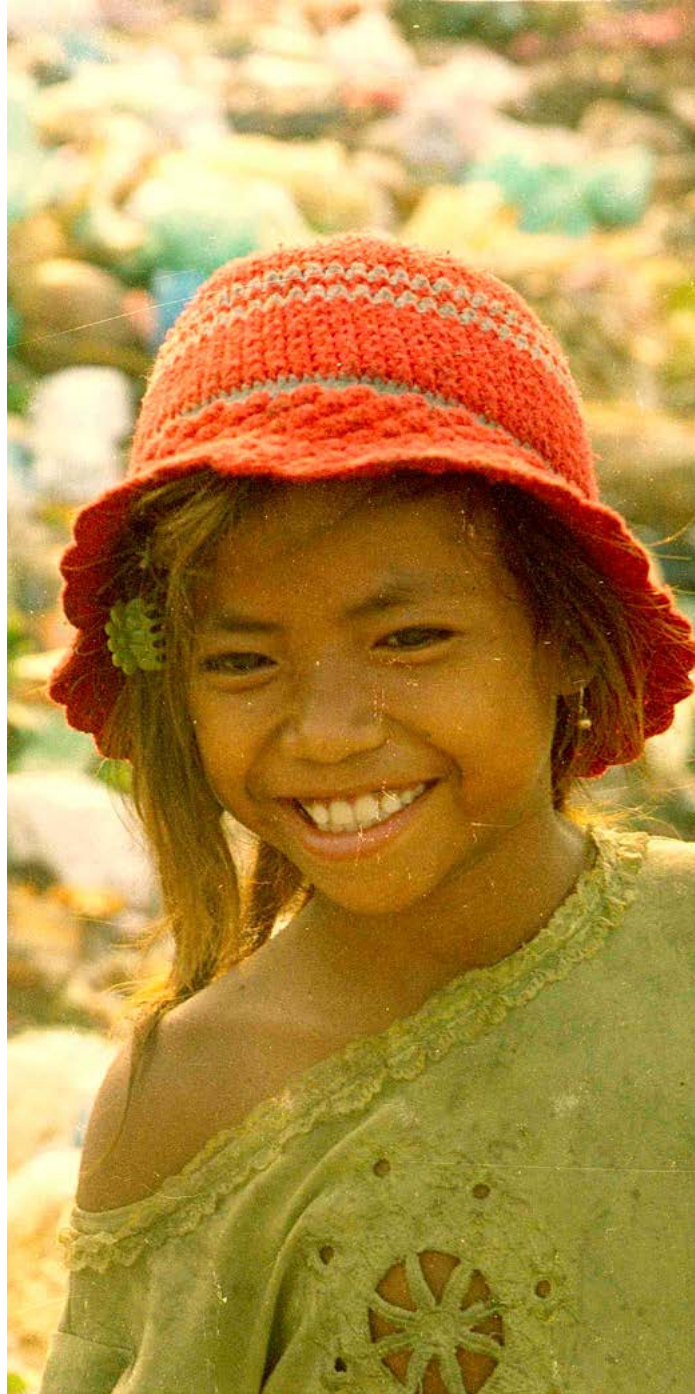
It was a particularly emotional farewell. Sophy was one of the first Cambodian Children's Fund (CCF) students rescued from the garbage dump where she used to live and work, scavenging to survive.

She joined CCF at the age of 11, marking the beginning of her remarkable journey from poverty to promise. Her story, culminating in her role as valedictorian, captured headlines across the region.

This year, we welcomed Sophy back home, now a university graduate with international experience.

After earning her degree from the University of Melbourne, she taught at a private school in Australia.

Today, at 28, she works as a digital creator in Phnom Penh's hospitality sector and lives independently.



Her parents have also moved on from the slums and now live in the countryside, overlooking rice fields.

We also reunited with Sovannry, CCF's second Trinity Scholar, who left for Australia in 2019. She graduated from the University of Melbourne with a double major in International Studies and Politics, and Media and Communications.

Now 24, Sovannry works with UNICEF Cambodia in the Planning, Monitoring, and Reporting section while pursuing a Master's degree in International Law and Legal Studies at the American University of Phnom Penh. She hopes to earn a PhD one day.

Both young women returned to Cambodia not only with academic qualifications but with a deep commitment to give back. They are living proof of CCF's vision: to nurture a generation of young leaders who will drive positive change in their communities, their country, and beyond.

Sovannry is an inspiration not just to her younger sister and CCF peers, but to girls across Cambodia. Her journey is a powerful reminder of the transformative impact of education, opportunity, and resilience.

“I've learned to be very proud of where I'm from—especially being part of CCF,” she says.

“There were so many moments I could have given up. But I kept going. I found a way. And I hope that by sharing my journey, I can help others believe they can find their way too.”





24 ISPP SCHOLARS

In a year of remarkable milestones, we had two more reasons to celebrate as we marked our 24th student to receive a scholarship to one of the top private schools in Cambodia, the International School of Phnom Penh (ISPP) and our second SHE-CAN scholar.

Varady, 11, a Grade 5 student in CCF’s Rice Academy primary school, is just beginning her journey with ISPP while Sonita, 17, is almost at the end, due to graduate next year and head to the U.S on a SHE-CAN scholarship.

The girls (pictured left with Varady in red) are a proof that it just takes an opportunity to shine.

Neither of Varady’s parents went beyond the eighth grade in school. If all goes to plan, Varady will become the first in her generation to attend university.

“I am so happy. This is a dream for me,” said Varady, one of four children.

Varady’s mother was widowed with a three-month-old after her husband was killed in an accident while scavenging at the old Steung

Menachy garbage dump. Varady later stayed with her grandmother and a foster carer before the family was reunited. Her three siblings are all in CCF’s Education Program. An ISPP scholarship has the potential to change the entire family’s life and the lives of future generations.

Sonita is our second girl to win a SHE-CAN scholarship, a U.S.-based full scholarship program for female Cambodian students.

She was one of the first CCF ISPP scholar cohort in 2018. The six students are all due to graduate from Grade 12 next year.

This will provide the first chance to measure the Program’s success based on where they head next.

Providing students with opportunities to secure scholarships and realise their academic and personal potential in environments of educational excellence is central to CCF’s mission of empowering children from Cambodia’s most impoverished communities to become tomorrow’s leaders and leaders of change in their communities and country.



UK UNIVERSITY PARTNERSHIP

In our 20th year, we're proud to celebrate a powerful education partnership with the University of Nottingham in the UK, which began in 2017 through the efforts of long-time supporter Robert Cripps, former Chairman of the Velcro Companies.

What started with a visit to the Neeson Cripps Academy (NCA) has evolved into a deep collaboration focused on transforming education in Cambodia.

The university has supported CCF with expertise in teacher training, research, and strategic education planning. A key figure is Dr Lucy Cooker, Professor of International Education and Director of Global Engagement, who developed a 10-year teacher education plan based on previous work by University of Nottingham academics, and enrolled CCF educators in the University's globally recognised PGCEi (Postgraduate Certificate in Education International).

The course equips teachers with advanced pedagogical skills and leadership training.

In 2021, CCF launched its first PGCEi cohort.

Among them was Pum Thou, CCF's Academic Manager, who called the experience "a tough learning curve" but one that opened his eyes to global education practices.

Despite juggling jobs, families, and coursework in English, all four participants graduated successfully.

A second cohort is now underway, including Kram Sokchannin, CCF's Senior Education Manager and a mother of two who said:

"Without education, I don't know how we would have found our way out of our situation." Teacher Lun Sreymarch, 27, also a PGCEi student, hopes to one day help shape national education policy.

Alongside her role in the PGCEi, Dr Cooker is working closely with CCF's education team on a research project exploring teacher retention—an essential issue for long-term impact in Cambodia's education sector.

In November 2024, we commemorated seven years of collaboration by gifting the university a 1.5m x 3m replica of NCA's Angkor-style stone carving.

Donated by the Cripps Foundation, the frieze will be sited at the entrance of the University's Monica Partridge Building.

"This collaboration is vital," said Robert Cripps.

"We must give children the best education and the best-trained teachers—and that's what this partnership delivers."

ANNUAL YOUTH TALKS

Empowering Young Voices

Leadership training is a cornerstone of our model. Developing leadership skills is crucial to our students' success. Our goal is to nurture not just educated young people but passionate, engaged leaders and changemakers who care for their community and their country.

Initiatives like the Annual Youth Talks (AYT) provide powerful platforms for our students to speak out, lead and inspire.

AYT is entirely organised and led by CCF students, offering them real-world experience in leadership, public speaking, teamwork, and event management.

These half-day forums offer young people a space to express their identities, explore social issues, and drive dialogue on the challenges affecting their communities.

Now in its 8th year, two Annual Youth Talks (AYT) were held this year - in Phnom Penh and Siem Reap.

The Phnom Penh AYT, held in August to mark International Youth Day, brought together students for a vibrant in-person and virtual event.

CCF youth delivered heartfelt talks on personal journeys and community challenges. The event also featured a special appearance by Cambodian singer and creative entrepreneur

Kesorrr, who inspired the audience with her music and message of empowerment.

In November, the AYT travelled to Siem Reap with the theme "Solidarity Voice - Promoting Youth Dialogue for Women and Girls' Empowerment."

Aligned with the 16 Days of Activism against Gender-Based Violence, the event focused on gender equity and inclusion, providing a platform for youth to discuss solutions to the challenges facing women and girls today.

We are proud to collaborate with various engagement partners and

sponsors, including ULS Cambodia, Rose Apple Square, and the women's rights organisation Banteay Srei.

Through these events, students gain confidence, build vital skills for, and use their voices to influence the future of their communities and Cambodia.



SPORTS TRIUMPHS



Sports play a vital role in the physical and mental well-being of CCF students, promoting teamwork, resilience, and fair play—core values at the heart of our mission.

Early in the year, we celebrated a historic win on the football field. Ten girls from CCF’s Rice Academy were part of the Happy Football Cambodia Australia (HFCA) Under-13 team, which won the first-ever girls’ tournament of its kind in Cambodia, the GOFC 6s Tournament (Girls One-Side Football Cambodia).

We closed the year with another milestone: the opening of a 4.5-metre outdoor bouldering wall, built in a CCF playground opposite the Neeson Cripps Academy (NCA), thanks to a private donation.

The wall was built in memory of a friend of the donor’s son, who was an avid climber whose passion for the sport touched the lives of everyone who knew him.

The donor’s son, Zeke Sarosi, 20, who was introduced to climbing by his friend, was involved in every step of the CCF wall, from the design and construction in Phnom Penh.

Zeke and his family travelled from the U.S with his friend’s family and friends for the official opening in December.

“Climbing has been a huge part of my life.

It’s my hope that in the future, the kids at CCF learn to love climbing as much as I do,” says Zeke.

“It’s also a teaching opportunity for the older kids to encourage the younger ones to try climbing. We want to get as many kids involved as possible and start making an impact in the community.”

The long-term goal is to incorporate climbing into CCF’s physical education curriculum, opening up new possibilities for growth, health, and leadership.

“Climbing has made me more confident. I feel stronger and have more energy. I think climbing is good for girls. I want to continue and learn more,” says Srey Leak, 18, a Grade 11 student at the NCA and among our first student climbers.

IN FOCUS

CHILD PROTECTION UNIT



A milestone year for the Child Protection Unit (CPU) and child protection in Cambodia with the opening of the country's dedicated facility for child victims of serious crimes.

Delivering world-class care, the Lotus Centre is a first-of-its-kind in the region, offering integrated support for child victims of abuse, exploitation, and trafficking.

Services include medical treatment, legal assistance, counselling, and safe accommodation, all under one roof.

The Lotus Centre will also house Cambodia's first dedicated forensics unit and act as a regional hub for training national and local police.

The CPU team relocated to a purpose-built building situated on the outskirts of Phnom Penh, near the new international airport, at the end of this year. They will be fully operational early next year.

Set up in 2013, the CPU is a unique collaboration between CCF and the Cambodian National Police to investigate all serious crimes against children in Cambodia and Southeast Asia and bring offenders to justice.

Funded by a private donor, the Lotus Centre will address a growing need as CPU's caseload continues to rise.

In 2024 alone, the CPU and the Cambodian National Police conducted 369 investigations into

serious crimes against children under 15, including 22 homicides.

"Our mission to safeguard and support the vulnerable children of Cambodia has never been more critical, and our achievements this year underscore the tireless dedication and unwavering commitment of our team, the Cambodian National Police, partners, and supporters," said James McCabe, CPU's Director of Operations.

"We look forward, as an organisation, to advancing not only our services but also our investigative methodologies to ensure all persons who commit crimes against children are held accountable."

This year, the CPU organised a course in forensic training for the prevention and detection of child abuse with experts from Australia, and the first International Judicial Forum in Phnom Penh, bringing together judicial police officers and international experts to address the pressing issue of online crimes against children.

In 2021, it established the Internet Crimes Against Children (ICAC) unit, the first dedicated strike force to combat cybercrimes against children.

CPU - 2024 IN NUMBERS

369 investigations into serious crimes against children

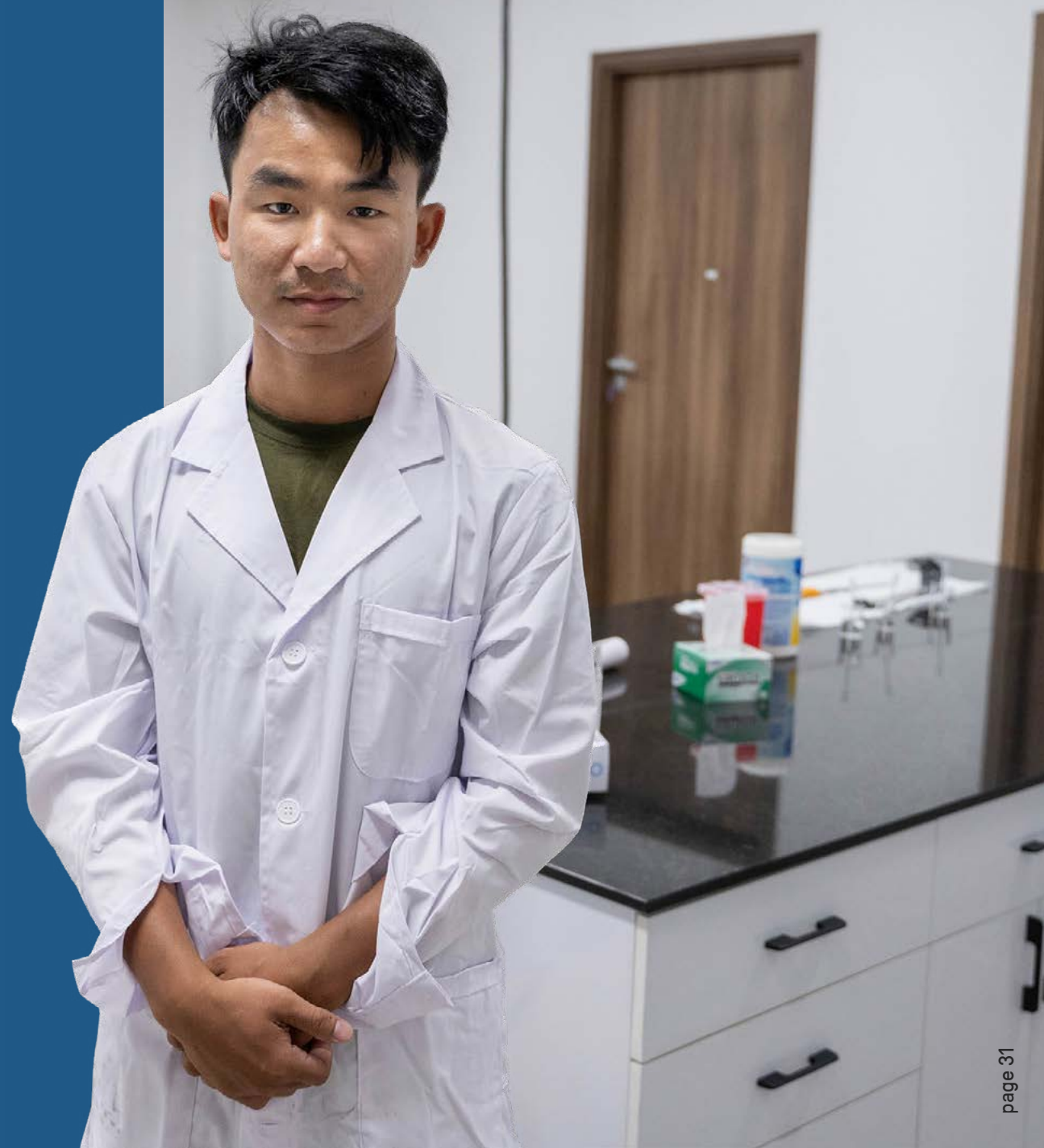
295 arrests with **80%** arrest rate

89 offenders sentenced

7 years average jail sentence for a serious crime against a child

35 internet crimes against children completed, and many more investigations

176 victims and families received free legal representation



OUR PARTNERS

CCF works with various partner organisations, from global corporations to small businesses, universities, schools, and community groups.

This year, we have formed several new collaborations with international and national partners, including Cambodian banks and charitable organisations.

We also have strong working relationships with Cambodian Government ministries and departments, among them the Ministry of Education, Youth and Sports, Ministry of Social Affairs, Veterans and Youth Rehabilitation, Ministry of Health, Ministry of Foreign Affairs and International Cooperation, Ministry of Labor and Vocational Training, Ministry of Interior, and the Council for the Development of Cambodia.

Our partners include:



FINANCIAL STATEMENTS

YEAR ENDED DECEMBER 31, 2024

(WITH SUMMARIZED COMPARATIVE INFORMATION FOR THE YEAR ENDED DECEMBER 31, 2023)

| REVENUE AND SUPPORT | Without Donor Restrictions | With Donor Restrictions | Total | |
|--------------------------------------|----------------------------|-------------------------|-------------------|-------------------|
| | | | 2024 | 2023 |
| Contributions | \$ 8,173,261 | \$ 2,090,489 | \$ 10,263,750 | \$ 10,873,469 |
| Investment income, net | 348,564 | - | 348,564 | 337,127 |
| In-kind supplies and services | 202,079 | - | 202,079 | 210,218 |
| Other income | 129,686 | - | 129,686 | 108,701 |
| Interest income | 15,310 | - | 15,310 | 21,756 |
| | 8,868,900 | 2,090,489 | 10,959,389 | 11,551,271 |
| Net assets released from restriction | 3,023,923 | (3,023,923) | - | - |
| TOTAL REVENUE AND SUPPORT | 11,892,823 | (933,434) | 10,959,389 | 11,551,271 |

| EXPENSES | | | | |
|----------------------------|-------------------|----------|-------------------|-------------------|
| Program services | 10,499,010 | - | 10,499,010 | 10,532,617 |
| General and administrative | 1,001,546 | - | 1,001,546 | 864,803 |
| Fundraising | 890,664 | - | 890,664 | 634,505 |
| TOTAL EXPENSES | 12,391,220 | - | 12,391,220 | 12,031,925 |

| | | | | |
|--------------------------------|----------------------|---------------------|----------------------|----------------------|
| Change in net assets | (498,397) | (933,434) | (1,431,831) | (480,654) |
| NET ASSETS, beginning of year | 23,952,631 | 2,167,493 | 26,120,124 | 26,600,778 |
| NET ASSETS, END OF YEAR | \$ 23,454,234 | \$ 1,234,059 | \$ 24,688,293 | \$ 26,120,124 |

Note: All data excerpted from 2024 audited financial statements.

85%

Programs

8%

Administration

7%

Fundraising



Note: All data excerpted from 2024 audited financial statements.

| ASSETS DEC 31 | 2024 | 2023 |
|---|----------------------|----------------------|
| CURRENT ASSETS | | |
| Cash and cash equivalents | \$ 1,199,661 | \$ 2,840,760 |
| Investments | 5,307,042 | 6,390,384 |
| Contributions receivable | 297,896 | 401,495 |
| Prepaid expenses | 63,083 | 78,266 |
| Other current assets | 32,645 | 25,965 |
| TOTAL CURRENT ASSETS | 6,900,327 | 9,736,870 |
| Right-of-use assets - operating leases | 497,865 | 595,147 |
| Fixed assets, net | 18,203,273 | 16,655,865 |
| Other receivables | 22,177 | 26,182 |
| Security deposits | 77,035 | 102,318 |
| In-kind goods on hand | 72,438 | 75,365 |
| TOTAL ASSETS | \$ 25,773,115 | \$ 27,191,747 |
| LIABILITIES AND NET ASSETS | | |
| LIABILITIES | | |
| Accounts payable and accrued expenses | \$ 191,246 | \$ 194,066 |
| Employee wages and taxes payable | 257,489 | 199,738 |
| Employee benefit payable | 30,558 | 21,356 |
| Paid time off liability | 99,326 | 53,492 |
| Lease liabilities-operating leases, current portion | 162,449 | 163,860 |
| Total current liabilities | 741,068 | 632,512 |
| Lease liabilities-operating leases, long-term portion | 343,754 | 439,111 |
| TOTAL LIABILITIES | 1,084,822 | 1,071,623 |
| NET ASSETS | | |
| Without donor restrictions | 23,454,234 | 23,952,631 |
| With donor restrictions | 1,234,059 | 2,167,493 |
| Total net assets | 24,688,293 | 26,120,124 |
| TOTAL LIABILITIES AND NET ASSETS | \$ 25,773,115 | \$ 27,191,747 |

OUR BOARD MEMBERS

Global Advisory Board

John Rice, Board Chair
Scott Neeson, Executive Director
Axel Maier
Brett Sturgess (Since August 2024)
Kerry Doyle (Until August 2024)
Lach Savy
Mark Zoradi (Since August 2024)
NiQ Lai
Thomas Cripps
Warren Share (Until August 2024)

United States

Mark Zoradi, Chair
Warren Share, Treasurer
Cammie Rice, Director
Gina Brogi, Director
Jane Hiatt, Director
Jeffrey Sheehan, Director
Jeffrey Shui, Director
Matthew Greene, Director
Ralph Sudfeld, Director
Scott Neeson, Director

Hong Kong

NiQ Lai, Board Chair
David Sit, Director
Jonathan Cummings, Director
Libby Vaughan, Director
Scott Neeson, Director
Sheel Kohli, Director
Victoria Elegant, Director

United Kingdom

Axel Maier, Board Chair
Andrea Thorpe, Vice-Chair
Dan Roberts, Trustee
Duncan Neale, Trustee (until Sept 2024)
Liam Palmer, Trustee
Mike Griffiths, Trustee
Nigel Lee, Trustee (from Sept 2024)
Noni Ware, Trustee
Scott Neeson, Trustee

Australia

Cambodian Children's Fund Australia Limited
Kerry Doyle, Chair
Alan Lemon, Deputy Chair
David Wiadrowski, Secretary
Bob Alexander, Director
Scott Neeson, Director

Cambodian Children's Fund Australia Advisory Committee

Kerry Doyle, Chair (until Aug 2024)
Brett Sturgess, Committee Member (Chair from Aug 2024)
Kate Nacard, Committee Member
Kaye Holder, Committee Member (until Dec 2024)
Patrick Schwerdt, Committee Member
Richard Pengelley, Committee Member
Rosy Sullivan, Committee Member
Scott Neeson, Committee Member
Wayne Dutschke, Committee Member



20 CAMBODIAN CHILDREN'S FUND

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