



CAMBODIA

2019

ANNUAL REPORT

«EMPOWER CAMBODIA»



ICF CAMBODIA CELEBRATES 5 YEARS

Looking back to where it all started six years ago, we have been on an incredible journey. After one year of building up a local community, we officially launched ICF Cambodia in 2014 and this past November we celebrated our five year anniversary! Since we have grown, our mission is still the same: spread the good news and Empower Cambodia.

“We have seen the goodness of God in all of these years,” Sophal says and continues, “I can not explain how it was possible to grow into such a dynamic organisation with 110 dedicated staff.”

Our efforts in 2019 were directed towards setting structures to transition from a pioneering character to an established organisation. With the increase in staff and activities, we make sure to set priorities according to our identity. Consequently, we invest more in quality management to measure our impact in key areas and look for ways to collaborate with others to maximise our impact.

We are so grateful for our passionate friends, staff, volunteers, donors and everyone who has partnered with us in this great mission! Your support for ICF Cambodia has allowed us to invest in and care for the local community.

ND & Sophal Strupler
Founders & Leaders

THROWBACK

START OF ICF CAMBODIA



CELEBRATIONS MOVED TO CAMPUS



ACTIVITIES START AT THE CAMPUS



2013

2014

2015

2016

2017

2018

2019

PREPARATION PHASE



START OF CONSTRUCTION ON THE CAMPUS



EDUCATION PROGRAM STARTED



BUILDING THE WAKE PARK



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CHURCH



AVERAGE WEEKLY ATTENDANCE

CELEBRATIONS

545
KIDS

349
ONEIGHTY

195
ADULT

1089
TOTAL ATTENDANCE

DISCOVER COURSES

120
ATTENDEES

BAPTISMS

58
TOTAL THIS YEAR

CELEBRATIONS & SMALL GROUP

AT A WEEKLY SMALL GROUP GATHERING, PARTICIPANTS PRAYED FOR A FAMILY MEMBER STRUGGLING WITH ALCOHOL. HE WAS SET FREE!

Five years ago a few families gathered for church, now hundreds of people from the community come together each weekend. There are three celebrations offered each week, starting on Saturday night with teenagers at a celebration known as Oneighty.

Then on Sunday mornings, there is Kidschurch, a service just for children led by a Khmer team. The weekend finishes out with an adult service on Sunday evenings. These celebrations create a safe place for the local community to worship Jesus, share a meal together and enjoy some fun activities.

This year there were 40 small groups with a total of 167 people that gathered in and around Siem Reap. Studies range from various books of the Bible to spiritual growth and how to handle conflicts. One night a small group spent time praying for a family member who was struggling with alcohol. The small group prayed in agreement and asked God to help this family member, a week later he quit drinking. This was a reminder of how powerful it is when the body of Christ comes together.





NOW LIVE WORSHIP IS PLAYED IN ALL CELEBRATIONS

In the 70s, Cambodia had the most modern and advanced music community in South-East Asia. However, the civil war took its toll on all cultural development. Since then there has been little music education.

In 2016, the ICF band consisted of four members and most songs were played in playback mode because the quality still needed some improvement. In the last couple of years, ICF has invested significantly into instruments, musical education and band practices. They taught the young Khmer how to sing and play a variety of instruments with little to no previous training. Worship leader Börny attributes the growth in band members from 4 to 35 members to conscious efforts in team-building, which he summarises in his guiding principle: “Where there is unity, there is a blessing.”

This year for the first time, live music was played throughout the entire service. But the next challenge is ahead: “I realised we have to come up with our own definition of what the worship culture looks like here in Cambodia in order to be relevant to the local population.”

As a first step towards ICF Cambodia’s goal of becoming a pioneer in Cambodia’s worship scene, they published their first translated worship song “God of life” on youtube with the plan to release more songs in 2020.

WEEKLY CLASSES ON HEALTHY RELATIONSHIPS, WORSHIP AND FINANCES

Discover Courses are offered every Wednesday and taught in a discipleship oriented manner. One of the marriage course participants shared that in the first year as a married woman, she had thought about moving out twice while on the brink of a divorce. By visiting the weekly courses, she soon realised the issue was not primarily her husband, but the high expectations that she had set on him. Nowadays she is much less frustrated with her husband as she learned to manage her expectations.

A touching moment in the financial management class was when a teenager sat down to prepare the first budget of his life with an income of \$12.50 a month. Despite the small amount to work with, he suddenly understood the importance of taking small steps to improve his financial situation.

*“I have grown into a healthier relationship
with myself, God and my husband.” – Vattey*





NEXT GENERATION LEADERS GO THROUGH A 3-YEAR PROGRAM

As hundreds of teenagers joined Oneighty services on Saturday night, it was crucial to grow the leadership base. That initiated the 3-year Next Generation curriculum in 2017. Out of 68 applicants, 22 dedicated teenagers are part of the program two years later. The leadership curriculum assigns a topic to each year - training in character, servant-leadership and lifestyle.

“Let no one despise you for your youth, but set the believers an example in speech, in conduct, in love, in faith, in purity.” –1 Timothy 4:12 ESV

During the first year, participants will be put in many activities such as cleaning the bathroom and serving food in order to develop their character.

In the second year, Next Generation leaders learn that Christ did not take on the authority of an official title or position to exercise power but to serve people around him. In this case, the leaders will take on responsibility to help at other celebrations.

In the end, they are given assignments to help discover areas of personal interest. They will also read through the New Testament and experience what Small Group is all about. Then they will learn how to lead themselves.

DARA EMPOWERS YOUNG CAMBODIANS

Dara, youth pastor, and leader of Next Generation has been a part of ICF from the early stages. Before joining the team, Dara worked at a restaurant downtown where he connected with ND Strupler. He started out volunteering as the leader of the bicycle team and immediately built friendships. When church leadership saw his dedication and discovered his passion for youth, he was asked to start Oneighty.

In the beginning, only nine teenagers showed up, not exactly what Dara expected. At that point, ND shared an important principle which got stuck in his mind ever since: dream big but start small - and expect God to show up. This encouraged Dara to continue serving all the teens who came. Now over 300 teenagers participate in the weekly celebrations.

Dara's role besides leading Oneighty is to equip the Next Generation leaders to take ownership of other areas in the Church. He is also on the prayer leadership team and translates the adult services. His dream is to start new churches and help thousands of young Cambodians to encounter God!





“Cambodia is a developing nation with many challenges, especially for children. Many of them are forced to work, facing hazardous labour conditions, some even separated from their families and trafficked to other countries.” –UNICEF

Only 20% of enrolled Cambodian children finish secondary school. The Education Sponsorship was implemented to support families and encourage young people to finish their studies. This program supports 25 students who were carefully selected out of a group of children who had no access to further education but were eager to learn. The students enter a practical apprenticeship in ICF and receive a scholarship for a good private school. Now they have the opportunity to finish high-school and still provide for their family. A student from this program was even selected to participate in a National Assignment this year because of his extraordinary academic performance.

ICF uses a holistic approach to help support the local community by serving meals, offering vaccinations and providing transportation to the campus to participate in different activities. In 2019, there were 632 vaccinations administered and many dental treatments were covered. ICF also provides free water to the local community from a newly built water purification system.

SOCIAL IMPACT



508
CHILDREN

2'486
VISITS TO FAMILIES



25
STUDENTS

\$35'165
TUITION FEES



6
KITCHEN STAFF

9'862
MEALS EVERY MONTH



632
VACCINATIONS

612
FIRST AID TREATMENTS



1'200
TRUCK RUNS

42'646
PEOPLE SHUTTLED TO CAMPUS





CHANGING MINDSETS IN FAMILIES STARTS BY TAKING OWNERSHIP

The role of a social worker is to look after 20 local families. They handle tough cases and try to find the best way to keep families together. In severe cases of child abuse, ICF works with the government and other NGO's and continues to support the family by visiting them frequently. Social workers also attend training on early childhood development, mental health, conflict resolution, and trauma treatment to continually equip them for managing sensitive cases.

By listening to respected local authorities like village chiefs and parents, the social workers identify the most pressing needs and use their expertise to collaborate on solutions. For example, there was a family in the countryside with land that was filled with trash. After cleaning out the backyard together, the social worker helped them to grow vegetables instead.

In another case, a social worker witnessed the transformation of a family they closely worked with. This family experienced the loss of a mother, leaving behind six children. The father and leader of the household, did not handle the loss of his wife well and coped with substance abuse which led to many dysfunctions in the family. The father's actions had trickled down to some of his sons, who also became influenced by drugs and often caused danger at home. Over time the father realised the unhealthy state of his family and reached out to the social worker for assistance.

The social worker was able to walk with him through this hard time and help make some tough decisions, like having his sons sent to a drug detention center in order to create a safe environment for the younger children. It took three years for the father to recover and become the provider and protector of the family again. Now he is healthy and whole, with more peace in his home and the youngest of his children is in the Education program.

ACTIVITIES



CAMPUS VISITS

1'165
ENGLISH CLASS

394
KHMER CLASS

1'838
LIFE SKILLS

5'363
SPORTS

702
CREATIVE WORKSHOP

17'760
LAKE

On weekdays, trucks are sent out to six villages to pick up children and bring them to the Campus where they have an opportunity to learn from multiple courses. All students go to Khmer class first, once they are able to read and write in Khmer, they can begin taking English classes.

Additionally, life skills classes teach children basic ways to live a healthier lifestyle with a focus on hygiene and nutritional health. This includes showing them how to properly brush their teeth and how to prepare wholesome meals. The newly introduced Creative workshops help children explore creativity through recycled materials, painting, and woodworking. This is often their first time discovering a creative side.

ICF also encourages the community to stay active. The campus is open during the week for basketball, volleyball, tennis, and soccer. The lake is open six days a week for swimming lessons, along with a fun obstacle course and a zipline. All together the Activities Team welcomes nearly 400 children to the Campus each week.

"We invite them to share the belief that they were not created by accident, but because God loves them. We all have unique talents that bring a valuable contribution to our community." –Natascha, Activities Leader

Natascha, an expat volunteer from Germany became the Activities Team Leader in early 2019. Working closely with local staff, Natascha shares the transformational story of Tola. Excited that transportation was free, Tola came every weekend to Oneighty from his village. Mentored by an activity leader, they noticed his talent for football, where he was asked to train others.

Soon after, Tola became an ICF staff member because of his big and sensitive heart for the children. The interactions and relationships children from the village have with the Activities Team are sometimes the only real care and support they receive. Tola shares "It was the first time I truly felt loved by a community."





EMPOWER CAMBODIA



BUSINESS KEY FIGURES



2.6 MILLION TOURISTS IN SIEM REAP



90 MILLION LITERS OF WATER
IN THE WAKE PARK LAKE



60 LOCAL CONSTRUCTION WORKERS

“Building the Wake Park is an amazing opportunity that presented itself to us and we felt ready to take the next step.”

–Martin Strupler, Marketing Director

Since social work is free from any financial return it made sense to evaluate business opportunities in the tourism sector to fund our social activities in a sustainable manner.

Tourists come to Siem Reap mainly for sight-seeing the famous temples at Angkor Wat and may not have many other tourist attractions to choose from. Based on research from the Wake Park team, they discovered what types of activities tourists were looking for.

“We understand what international tourists look for and we found the right people with the necessary skills and knowledge to build and run a Wake Park.”

–Martin Strupler

The target groups consist mainly of tourists, expats, and the growing middle class of Siem Reap. This project will enlarge ICF’s footprint in the region and help to open doors for all kinds of projects in the future.





TAKING CARE OF LOCAL WORKMANSHIP IS KEY TO FINISHING CONSTRUCTION

Levi and his wife Jael, originally from Switzerland, arrived in Cambodia three years ago. Before leading the Wake Park project Levi used to work as a Polymechanic with an airplane manufacturer. He always dreamed of building a ski lift. As the opportunity presented itself to build a cable lift for wakeboarding instead, he needed little convincing and also asked Leo, a trained mechanic, and trusted friend, to join him. Soon after, they removed the first of 90 million kilograms of dirt for what would become the wake park lake.

Thanks to an unusually long dry season and equipped with two bulldozers, seven trucks and a team of 60 local construction workers advanced quickly. However, when they reached phase two, monsoon rain caused serious challenges. Many trucks got stuck in the mud, which meant that all material had to be offloaded from the trucks, wheels dug out, and then loaded once again. Also, the foundations for the cable park masts and starting house had to be cleared of mud each morning to work on it during the afternoon.

Considering the 40 degree hot weather and tough working conditions, the team maintained a positive spirit. Leo and Levi attribute the success of the construction to mainly taking care of the construction workers. They provided sun protection, water and quick recovery breaks every half an hour. They also introduced a bonus system for people who showed up for at least two weeks in a row, which is not usual in Cambodia.

This project already had a big impact on the local community. For example, local sandstone tiles were used for the restaurant area. They also constructed a drainage system built to keep water levels consistent throughout the year and decided to extend it so the nearby village would no longer be flooded during the monsoon season.

Currently, Leo and Levi are eagerly awaiting the arrival of the last equipment parts shipped by the world's leading manufacturer in Germany to open doors on the 3rd of May 2020 for the Grand Opening!





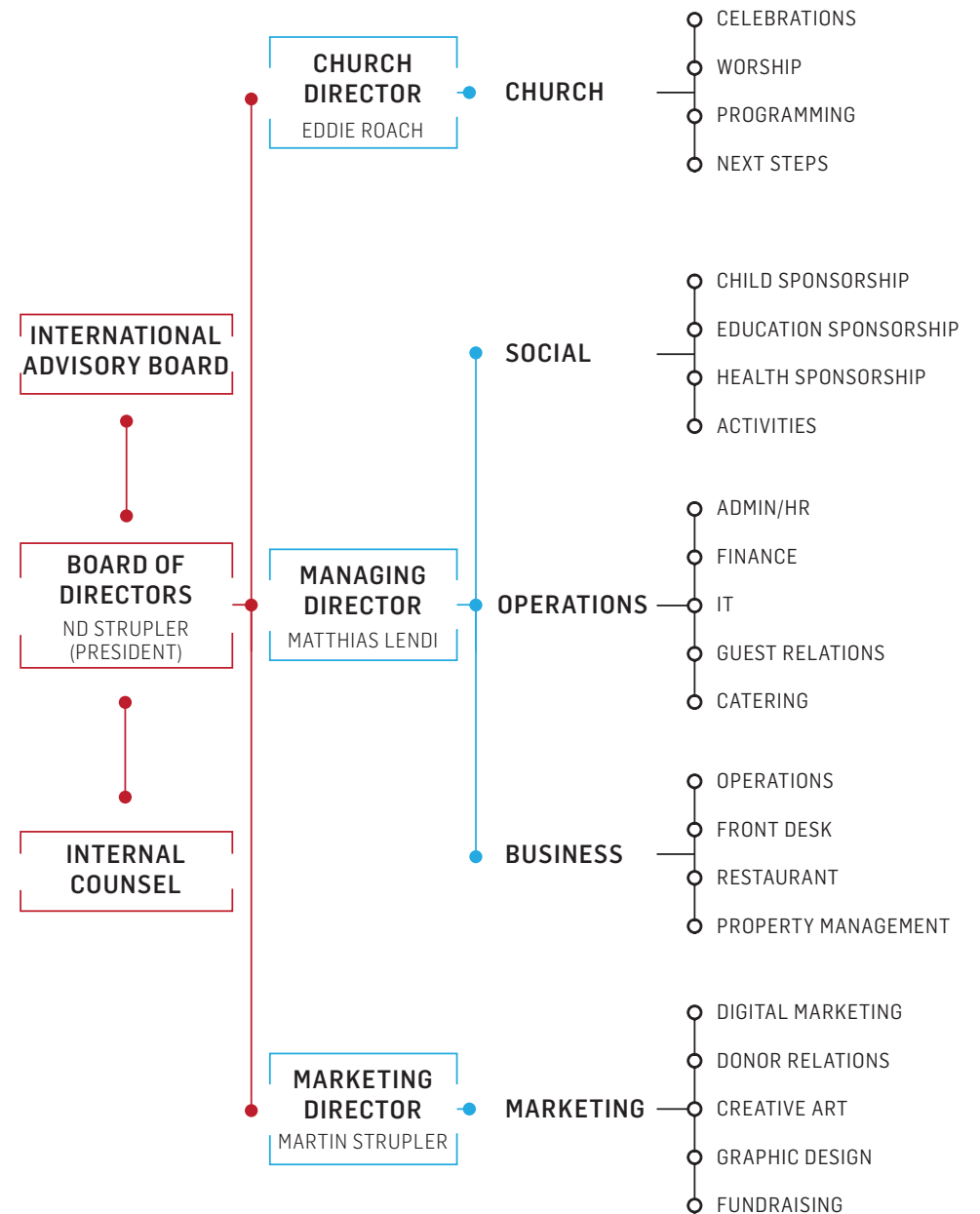
KEY POSITIONS WERE FILLED WITH PASSIONATE AND EXPERIENCED PEOPLE

ICF Cambodia consists of three departments: Church, Social and Business (Wake Park). The various operations and marketing teams support those departments with their expertise. It was crucial to build a strong and diverse team with high professional knowledge. Over the last few years, different state of the art practices have been implemented to accommodate a good working environment and an efficient decision-making process. Another important challenge was to set up ICF Cambodia as a Group Structure from a financial and legal perspective. For these matters, a leading accounting firm has been hired.

As part of the organisation's continuous development and accountability an International Advisory Board consisting of experienced business people and organisation leaders was implemented to help with strategic decisions. An Internal Counsel is responsible to monitor the health of our staff, volunteers and internal teams.

In terms of infrastructure ICF Cambodia expanded office space with multi-purpose containers that serve mainly as meeting rooms.

THIS YEAR ICF BUILT STRONG LEADERSHIP



BOARD OF DIRECTOR INTERVIEWS

	 ND STRUPLER President	 MATTHIAS LENDI Managing Director	 EDDIE ROACH Church Director	 MARTIN STRUPLER Marketing Director
<i>A lesson you learned from your parents</i>	Never give up	Influence others by being an example	Clean your room	No regrets, and take risks
<i>Greatest strength & weakness</i>	Strength: vision, strategy, communication, innovation Weakness: details, routine	Strength: Connected thinking, optimizing processes, developing leaders Weakness: try to please everyone	Strength: Building up others Weakness: (Calls his wife): too hard on himself	Strength: motivator Weakness: hyper-active
<i>What's on top of your bucket list?</i>	Skydive	Heli snowboarding in Canada	Grandkids	Snowmobiling to the Northern lights
<i>Which of your friends has influenced you the most & why?</i>	Leo Bigger, I learned from his experiences and leadership skills	Koni Schwarz, I worked 10 years with him and learned how to run a successful business	Rob Hunt, brought me back to faith & put me in leadership, saw the potential in me and not what I was	Adrian Grünewald, I asked him to be my best friend as an adult he always speaks truth in my life
<i>What was your career plan at 20?</i>	Running a music label. Recorded Dave Kull's (Current worship leader at ICF Zurich) first song as a 15-year old	To be a professional athlete (Handball) or sports coach as I just started with my bachelors in sports sciences at ETH Zurich	Decided to become a missionary in Chile, just finished my Bachelors in Bible	Own and run a garage
<i>What do you do in your down time?</i>	I like to go to the gym and ride my dirtbike as fast as I can	Kitesurfing, play drums, spending time with the family	Watch NFL games and spend time with family	Ride dirtbikes, movies, hang out with friends

KHMER STAFF



EMPLOYEE FACTS



ICF ENCOURAGES STAFF TO DOUBLE THEIR MONEY WITH A PROVIDED SAVING PLAN

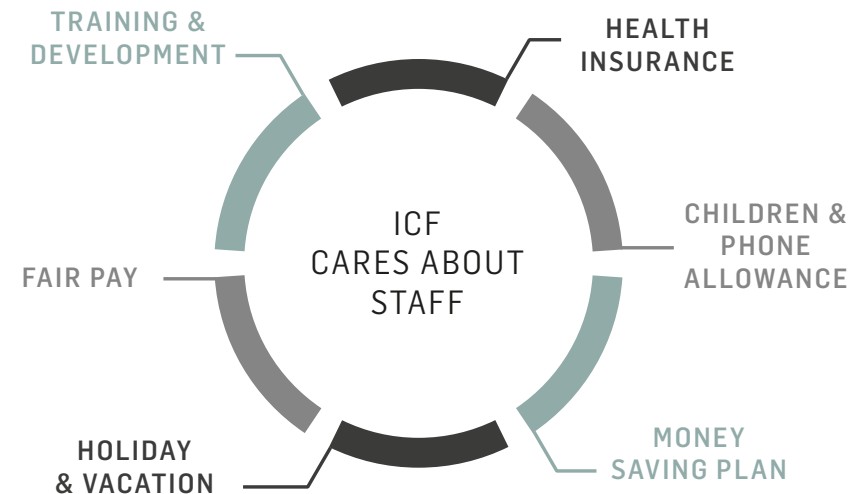
ICF Cambodia provides opportunities for many people in Siem Reap to use their skills, knowledge, and experience. With 84 Khmer staff members, ICF is proud to offer fair pay, moderate working hours (40/week) and many other benefits. The compensation package offered includes on and off work insurance, generous public and personal holidays, seniority payments and other bonuses like child or phone allowances.

The development of our employees is a core focus of our Human Resources Team. Some Khmer staff members started out as volunteers or in entry-level positions on staff where they were encouraged to learn new skills that then led to more fulfilling jobs and higher levels of leadership.

ICF Cambodia also rewards employees with a semi-annual saving bonus. This means that if a staff member deposits 10% of their salary in a savings account, ICF Cambodia will double the saved amount over the same period. As this sum accumulates, a staff member can put aside as much as one full annual salary in the time span of five years.

Basic financial management courses are taught on a weekly basis because most Cambodians have never learned how to budget their expenses. It is the highest attended Discover Course and together with the savings plan encourages them to become financially healthy.

COMPENSATION PACKAGE





FROM 4 TO 33

Five years ago, a handful of volunteers started their work at ICF Cambodia without knowing how long they were able to afford to stay. Now 33 expat volunteers for ICF Cambodia. They are from different church backgrounds, demographics and 11 different countries.

They contribute their academic and work experience to the organisation. Many volunteers are excited when they realise how many opportunities there are to get involved and how much knowledge they can share with the Khmer staff. In total, they accounted for an estimated 60'000 hours of volunteer work in 2019, which would add up to a payroll of about \$1.5 million in their home country.



MIRI (30), SWITZERLAND, LONG TERM VOLUNTEER EXPERIENCE

Miri, Head of Child Sponsorship, moved to Cambodia five years ago from Switzerland. When she first arrived she fell in love with the country, though over time she could see more clearly the poverty and challenges Cambodians encountered.

She built a team of social workers who would help execute the sponsorship programs. Five years later, Miri oversees five sponsorship programs and 21 social workers who look after 236 families.

After much dedication and hard work she has seen her staff develop, families transformed, and students finish high school. Advice for long term volunteering, Miri shares “Sometimes we think we can change the world in one day or one month, but it takes time. And we also can learn from the people that we are serving!”

AMBER (25), UNITED STATES, SHORT TERM VOLUNTEER EXPERIENCE

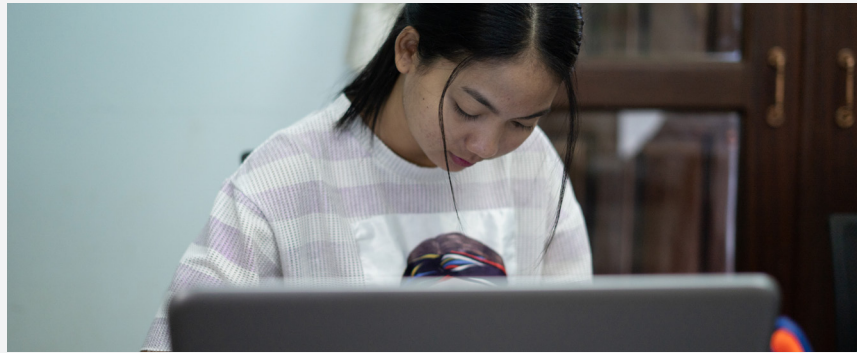
Originally from New York City, Amber moved to Cambodia this year and joined the Marketing team. Settling in was not as easy as she thought it would be. Upon arrival, she was afraid and thought she would never learn how to get around on her own.



After two falls and lots of practice on the moto, she can now ride all through town. Gaining her independence, she quickly connected with others.

What she discovered in a short term role is that leaving a mark is just as important as the impact made on the volunteers from the Cambodians. Out of all the countries she has visited, she believes Cambodians are the friendliest.

She shares “They always greet you with a smile and are ready to patch up your wounds when you fall off a Moto, like me.” Fully immersed, now she also leads tours for visitors and is planning the foundation for kid’s ministry at the Adult celebrations.



FUNDING INFORMATION

\$1'015'317
TOTAL DONATIONS

713
TOTAL DONORS

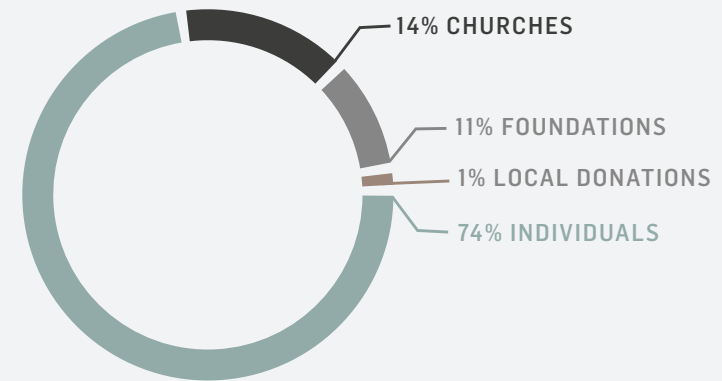
In 2019, ICF Cambodia invested significantly in updating its financial management structure and reporting. The Board of Directors is confident that the following achievements have made the organization financially healthier, more efficient & better equipped for strategy beyond 2019.

- a. Leadership: new Head of Finance position
- b. Planning & Control: zero-based, bottom-up budgeting process implemented for 2020
- c. Risk: internal controls re-assessed & strengthened
- d. Processes: internal policies reviewed & improved
- e. Reporting: accounting COA re-designed and management & operational reporting improved

PRIVATE INDIVIDUALS ACCOUNT FOR THE LARGE MAJORITY (74%) OF DONATIONS TO ICF CAMBODIA

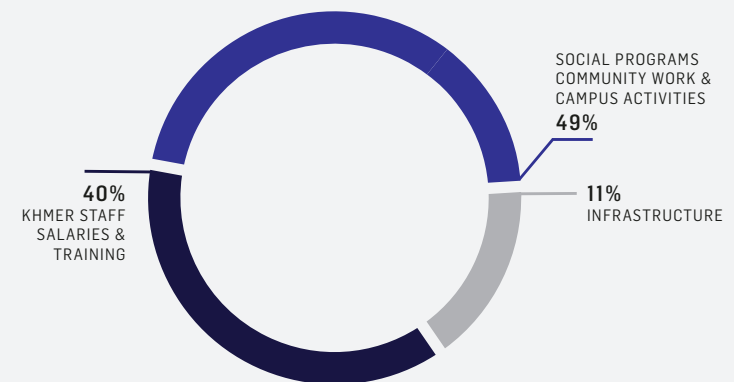
Partner churches and businesses make up for the remaining part (26%). No less than 479 donors have supported 508 children through the child sponsorship program. On average, private individuals supported ICF Cambodia with \$1'033 this year.

INCOME



Local revenues in the form of church offerings cover one percent of the organisation's funding and reflect the high financial dependence on donations from overseas (99%). With the opening of the ICF Wake Park in 2020, the growth in the local revenue section will be an exciting figure to watch in the next few years!

EXPENSES



Khmer staff salaries and social programs account for 89% of the budget. Other spending includes facility management with the construction of new toilets and classrooms on the ICF Campus as well as the purchase of modular containers to expand working space at the ICF Office.



UNITED WE STAND

CHURCH | SOCIAL | BUSINESS

GROW THE CHURCH

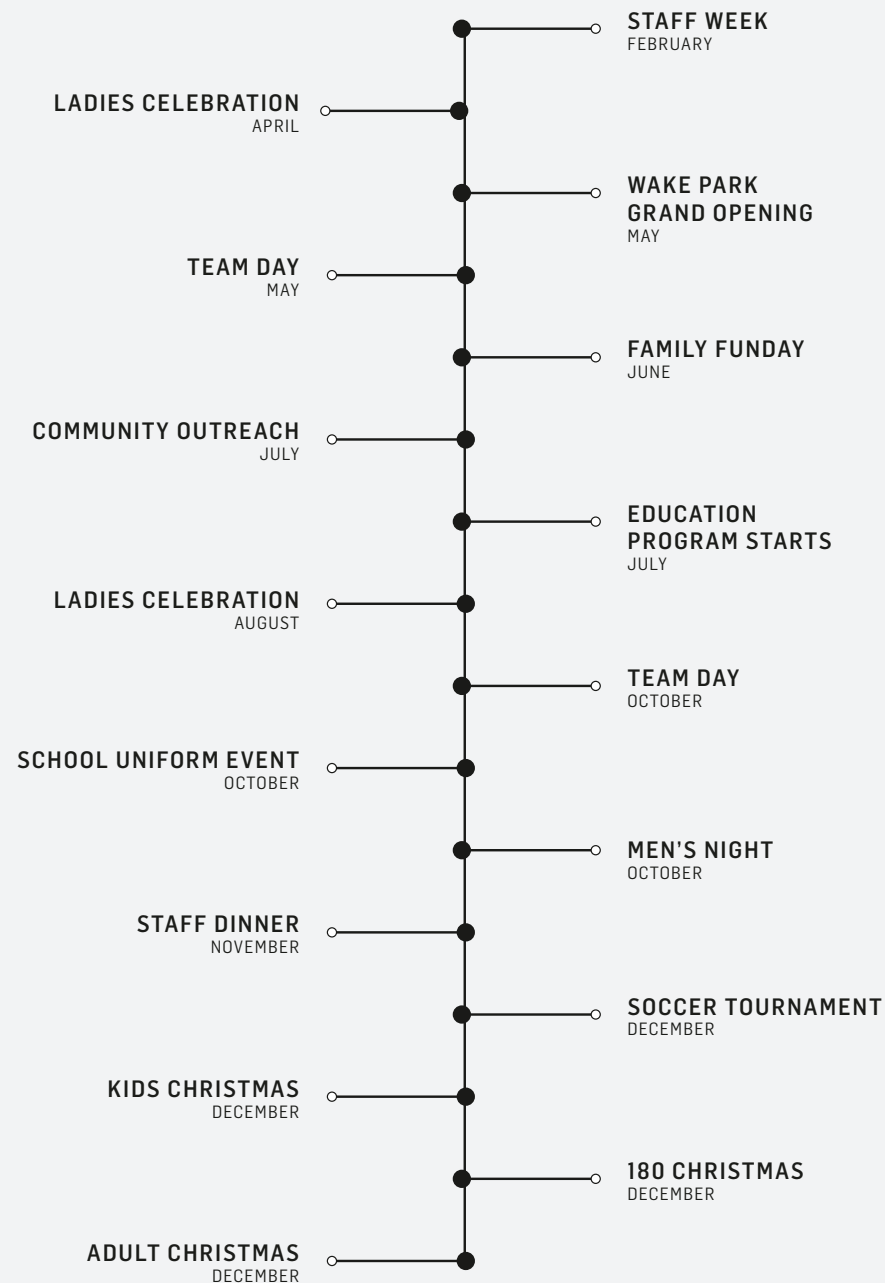
With a focus on prayer and planning, leadership has a vision to grow the local church. Not just in numbers, but also in the deepening of spiritual growth. Leaders have spent time finding ways to better serve those who come and will make changes accordingly. This February, the Next Generation leaders will start small groups at Oneighty and help the youth grow spiritually and in companionship. Oneighty youth camp will also take place this spring, which is always a highlight of the year!

DEVELOP THE CAMPUS

Throughout the year, some additional infrastructure was built on campus, such as a water filtration system, modern toilets, and two multi-purpose classrooms. Because of these improvements, the Activities Team can expand their education classes. In 2020, the plan is to facilitate even more activities on the ICF Campus with additional training for staff members. A more in-depth collaboration between the Activities Team and the Social Workers is planned to further a core project that will develop a strong Social Department Team.

RUN THE WAKE PARK

The next couple of months will be spent on finishing construction. In the process of getting the cable lift parts through customs, ICF is preparing by hiring and training new staff and setting up for the grand opening in May!

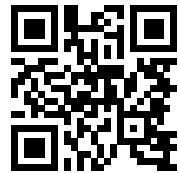




WANT TO KNOW MORE?



VISIT US
ICF EXPERIENCE TOUR



VOLUNTEER
BE PART OF THE TEAM

SOCIAL MEDIA



13'426
LIKES

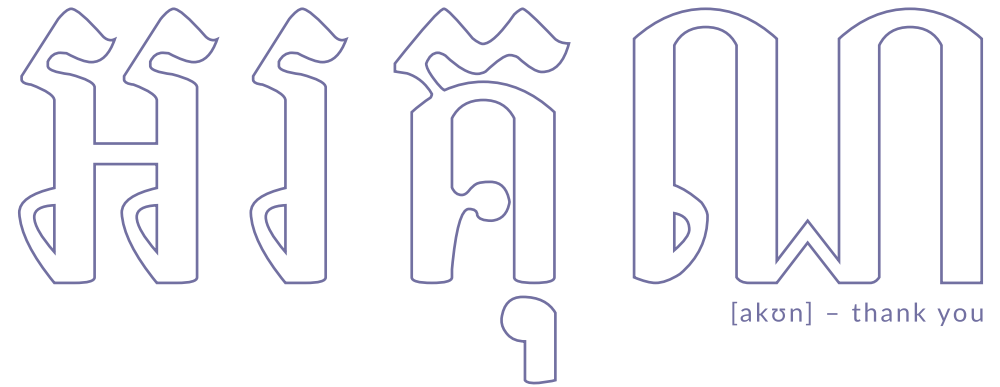


1'841
FOLLOWERS



3'004
HOURS WATCHED

@ICFCAMBODIA | @ICFWAKEPARKCAMBODIA



Your support and generosity has significantly helped ICF grow into what it is today. An amazing journey of transformation happened because of you, no matter where you joined on the way. With your partnership, every gift has continually helped to spread the good news and break the cycle of poverty. ICF is looking forward to staying connected and sharing future projects that will impact the nation of Cambodia.

Thank you for your dedication and support.



A close-up photograph of a young woman with dark hair, smiling warmly. She is wearing a dark jacket. In the foreground, two young children are visible. The child on the left is looking directly at the camera, while the child on the right is looking off to the side. The background is a plain, light-colored wall.

ICF CAMBODIA
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SIEM REAP | KINGDOM OF CAMBODIA | WWW.ICF-CAMBODIA.COM