



2022

EMPOWER WITH AN EDUCATION
TO PREVENT SEX TRAFFICKING

free to shine

ANNUAL
REPORT

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 freetoshine.org

 [FreeToShine.org](https://www.facebook.com/FreeToShine.org)

 [freetoshine](https://www.instagram.com/freetoshine)

This report reflects Free To Shine's activities for the period between 1 July 2021 - 30 June 2022.

Names have been changed throughout this report to protect privacy.

OUR IMPACT TOTAL NUMBERS TO DATE

Due to COVID-19, some of our program activity was interrupted.

> **See page 07**
To find out more about our impact this year.



765*

Girls enrolled.



23

Houses built.



73

Emerging leaders.



6,086

Social work interventions.



35,785

Safety visits conducted.



976

Bicycles provided.



5

University graduates.



59

Village partnerships established.

*Revised on 18.05.2026. Following an internal review, the 'Girls enrolled' indicator has been corrected from 763 to 765 to ensure data integrity and transparency.

ABOUT US

WHO WE ARE

Free To Shine is an independently-funded, non-profit organisation founded in Australia, working to prevent sex trafficking in Cambodia. Our work is child protection-focused, human rights-based, and designed to strengthen families and keep children in education.

Our Cambodian team works with local authorities and communities to reach the most at risk rural girls, reducing their vulnerability to trafficking by improving their access to education and providing them with social work support.

We don't build new private schools; **we make it possible for children to access their local, public school.**

We don't rescue or save children from sex trafficking; **we work to prevent them from being trafficked in the first place.**



See page 03

To find out more about our program.

WHY PREVENTION?

In 2009, Free To Shine's Co-Founder and Managing Director, Nicky Mih, volunteered at an aftercare facility in Cambodia for survivors of sex trafficking. This profoundly changed the direction of her life:

"I asked survivors who had been rescued how I could help, and I was hardly prepared for their answer. I thought they'd want something straightforward and easy to provide, like university tuition fees, but they didn't want anything for themselves. Instead they wanted for no other girl to go through the horrors they'd been through. They asked me to go out into the rural villages, find the girls who weren't in school, and protect them. They told me that if these young girls were in school they would not be trafficked." – Nicky Mih

Focusing on education is widely recognised by experts in the field as a crucial component of preventing trafficking. According to the International Labour Organisation, "Getting girls and boys into schools and keeping them there is a vital step to reducing their vulnerability to trafficking."¹

With the survivors' suggestions backed up by international data, Free To Shine was born.

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OUR VISION

Educated girls, free from sex trafficking, shaping and leading their communities and country.



OUR MISSION

We prevent the trafficking and exploitation of girls by strengthening family and community systems to prioritise the safety and education of their children.



FREE TO SHINE OUR VALUES



SAFETY

We prioritise keeping girls safe from trafficking and all forms of exploitation; identifying, reporting and addressing safety concerns promptly.

We work with families and communities in a respectful manner to end family violence and minimise factors that endanger their children.

We create an environment of confidence and trust and take care of our physical and psychological well-being.

We work ethically and professionally adhering to laws, policies, procedures, high standards and best practice.

We educate and engage our supporters without compromising children's safety or privacy.

We care for our organisation and use our integrity to guide our choices and decisions.



STRENGTH

We identify and build on the strengths of each girl, family and community we work with and believe in them.

We help children stay safely within their families and communities.

We are problem solvers, using our abilities to handle complex and conflicting situations.

We are committed to excellence and we are honest, work hard and have fun.

We work with vulnerable people but choose to represent their strengths and maintain their dignity at all times.

We can articulate our practice approaches and evidence bases.



EDUCATION

We provide access to education through to grade 12 but we focus on attitude, concepts learned, knowledge acquired and skills developed rather than scores attained.

We provide community trainings, leadership training to emerging leaders and scholarships for degrees that contribute to child protection.

We encourage curiosity, exploration, asking questions and the discovery that begins when we don't know the answer.

We participate in professional, collaborative networks to learn from each other's challenges, successes and failures.

We educate our supporters about human rights, human trafficking and child protection and our impact addressing these issues. As we learn from the girls, families and communities we work with we share this education with our supporters.

We are continuously learning and use this to develop and improve.



COMMUNITY

We work in partnership with girls, families, and communities contributing to the strengths, resources, and systems they already have.

We utilise relationships with community leaders and representatives, schools and government departments to advocate for and weave a web of support around vulnerable girls and children.

We celebrate each team member bringing different strengths, skills and abilities in contributing to a common goal.

We respect our donors as part of our team.

We work with other service providers and government to achieve major improvements in the child protection sector in Cambodia.

Our values guide our decision making. When we have a decision to make, we refer to and are guided by our values, in order of priority.

Safety is our highest value.



EQUITY

We follow a United Nations human-rights based framework, guided by the Declaration of Human Rights helping children and families to be free from slavery, access education, safe drinking water, enough food and adequate shelter.

We address gender inequity because 99% of victims of sex trafficking are women and girls, and Cambodia has not achieved gender parity.

We are fair.

We role model gender equity, and do not adhere to gender stereotypes within our team.

We create opportunities for people and businesses globally to engage in a strategic partnership that changes the world, using a system that works.

We do not contribute to any exploitation or inequity, ie fundraising chocolates are fairtrade and running singlets are from ethical clothing brands.

OUR 3 GOALS

PROGRAM STRATEGY

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GOAL 1

SAFE COMMUNITIES FOR CHILDREN

Conduct **monthly safety visits** to address complex factors such as poverty, hunger, illness, unemployment, migration, addiction, violence, family breakdown and debt.

Provide **social work interventions** and crisis support to girls and their families facing exceptionally challenging circumstances.

Facilitate **Community Trainings** that build capacity within the community, increase knowledge of human rights and teach families how to protect themselves from exploitation and abuse.



GOAL 2

EDUCATED GIRLS

Improve **access to basic rights** such as safe drinking water, enough food, and adequate shelter so girls are able to stay safe and in school.

Provide essential **educational support and materials** necessary for each girl to access school including uniforms, books, pens, a backpack and a bike.

Provide financial support for **additional curriculum classes** to support girls to progress to the next grade.



GOAL 3

WOMEN IN LEADERSHIP

Conduct **leadership training**, providing mentorship and project management skills development to emerging leaders.

Invest in university education to develop the next generation of Cambodian women leaders.

Teach and model **gender equity**.

LETTER FROM THE MANAGING DIRECTOR

Dear Friends,

Thank you for your support during a turbulent year. What we have achieved in the last 12 years is incredible. We've worked with families and communities to help secure the safety and education of 763 girls, providing more than 35,000 safety visits and 6,000 social work interventions. We have so much gratitude for our sponsors and donors who fund this work.

We might be the ones on the ground, supporting families through the ridiculously difficult choices they are forced to make as a result of living in extreme poverty, but we couldn't have done it without you. I might not tell you that enough. We would not have made it through the last two and a half years of the pandemic without your grit and determination to support us despite all life threw at you. Thank you for your loyalty. We made it through a global pandemic!

We were all shaken by the uncertainty that came with the beginning of the first ever global pandemic.

Working in anti-trafficking, my concern was also what effect the pandemic would have on trafficking. I attended the Asia Region Anti Trafficking Conference where the conversation included that whilst the world was absorbed in a health pandemic, very little attention was on the economic implications that would follow, and the devastating effects this would have on those living in poverty, and those at risk of trafficking. We are beginning to see those effects now.

The annual Trafficking in Persons report is the most comprehensive assessment of trafficking the world has. Since the beginning of Free To Shine in 2010, Cambodia has consistently hovered between Tier 2 and being put on the Tier 2 Watchlist, which means trafficking is high or significantly increasing, the government does not meet minimum standards, but are making significant efforts to do so. But this year, for the first time since I began my work in anti-trafficking, Cambodia has been downgraded to Tier 3. It now sits alongside Afghanistan, Syria, South Sudan, Turkmenistan and Iran – trafficking is high



and the government is not making significant efforts to meet minimum standards.

If ever we have been needed, it is now. If ever *you* have been needed, it is now.

Wishing you and your family well.

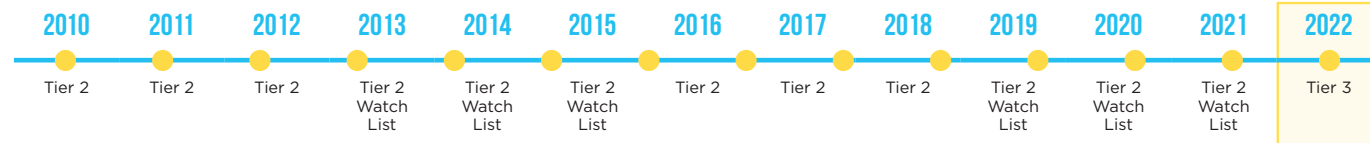
With love and appreciation,

A handwritten signature in black ink that reads "N. Mih". The signature is written in a cursive, flowing style.

NICKY MIH

CO-FOUNDER AND MANAGING DIRECTOR

TRAFFICKING IN CAMBODIA



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CAMBODIA: DOWNGRADED TO TIER 3

For the first time since Free To Shine was founded in June 2010, Cambodia has been downgraded to Tier 3. Tier 3 are countries whose governments do not fully meet the minimum standards for the elimination of trafficking and are not making significant efforts to do so.

Children from impoverished families are vulnerable to forced labour, often with the complicity of their families, including in domestic service and forced begging or street vending in Thailand and Vietnam.

Traffickers in Cambodia are most commonly small networks of independent brokers or family or community members.

SEX TRAFFICKING – WOMEN AND GIRLS

Cambodian and ethnic Vietnamese women and girls move from rural areas to cities and tourist destinations, where criminals exploit them in sex trafficking in brothels and, more frequently, clandestine sex establishments at beer gardens, massage parlors, salons, karaoke bars, retail spaces, and non-commercial sites.

Traffickers recruit women and some girls from rural areas under false pretences to travel to China to enter into marriages. These women incur thousands of dollars of debt to brokers facilitating the transaction; the men force some of these women to work in factories or exploit them in sex trafficking to repay this debt. Some parents reportedly receive between \$1,500 and \$3,000 from marriage brokers to send their daughters to the PRC for marriage.

INVESTIGATIVE PURVIEW – CHILDREN AT BRICK KILNS

The proprietors of brick kilns subject nearly 4,000 children to multigenerational debt-based coercion, either by buying off parents' pre-existing loans, or by requiring them to take out new loans as a condition of employment or to cover medical expenses resulting from injuries incurred while working.

Police were often unaware that detection of crimes at brick kilns fell under their investigative purview; the Anti Human Trafficking and Juvenile Protection (AHTJP) department confirmed they viewed brick kiln inspections as under the Ministry of Labour and Vocational Training's (MOLVT) purview and would only investigate kilns if the MOLVT referred a case to them. The AHTJP department did not report any such referrals during the reporting period.

GOVERNMENT ACTION

The National Committee for Counter Trafficking chaired 274 meetings with various ministries to elevate the importance of human trafficking within the government.

The government - in collaboration with various donors and Non-Government Organisations - disseminated information about trafficking laws, safe migration, child labor, and strategies to combat trafficking to law enforcement, other government personnel, and the general population.

The Ministry of Education, Youth, and Sports - in cooperation with Non-Government Organisations - implemented a school curriculum to educate students and teachers about human trafficking.

The government required the funding of all anti-trafficking investigative work to be conducted

through reimbursement. Some police units waited months for this reimbursement, which was sometimes not repaid in full. The ensuing financial hardships made some police units more susceptible to corruption.

The government prosecuted only 64 cases this year, compared with 348 last year, and convicted only 38 traffickers, compared with 440 last year.

Observers alleged prosecutors and judges accepted bribes in return for dismissal of charges, acquittals, and reduced sentencing.

Trafficking victims accused Cambodian officials of colluding with labour brokers to commit human trafficking crimes.

The government continued to cooperate with the United States through a law enforcement task force dedicated to combating online child sexual exploitation and other child sex crimes. In 2021, the police arrested four individuals for online child sexual exploitation under the anti-trafficking law after U.S. law enforcement referred nine potential cases.

The government generally focused on deterring foreign perpetrators of child sex tourism, rather than targeting the local population that constituted the main source of demand for commercial sex with children in Cambodia.



Click here for the full report

Taken from the 2022 Trafficking in Persons Report - United States Department of State.



OUR IMPACT



OUR IMPACT IN NUMBERS 2021-2022



3030
Safety Visits



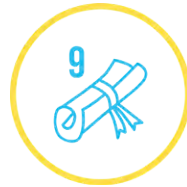
12
Students studying
at university



9
New girls enrolled
onto the program



1740
Social Work Interventions



43
Students who graduated
year 9



84
Emergency Food Packages
Provided



305
Adults who attended
community trainings



43
Students who graduated
year 12



23
Emerging Leaders



2
New House Builds



PROGRAM STRATEGY GOAL 1

SAFE COMMUNITIES FOR CHILDREN



Conduct **monthly safety visits** to address complex factors such as poverty, hunger, illness, unemployment, migration, addiction, violence, family breakdown, and debt.

Provide **social work interventions** and crisis support to girls and their families facing exceptionally challenging circumstances.

Facilitate **Community Trainings** that build capacity within the community, increase knowledge of human rights, and teach families how to protect themselves from exploitation and abuse.

SAFETY VISITS

PURPOSE

We conduct monthly safety visits to address complex factors such as poverty, hunger, illness, unemployment, migration, addiction, violence, family breakdown, and debt.

NUMBER OF SAFETY VISITS CONDUCTED

THIS YEAR: 3,030

OUTCOMES

Safety - When an Education Officer uncovers issues such as family violence, child protection concerns, drug or alcohol misuse or food insecurity, the girl and family are referred to a Free To Shine Social Worker or other Non Government Organisation for help or support.

Meeting basic needs - During the pandemic, many families on our program lost jobs. Through safety visits, we could identify those families who could not meet their basic needs, so that we could provide emergency food and larger vegetable gardens.

Improved physical health – We encourage families to seek help when experiencing health issues. An outcome of some of our safety visits is a beneficiary or a family member getting treatment for a health condition. We then continue to monitor the situation.

Improved mental health – Sometimes families need someone to listen and empathise. We provide emotional support to families who are really struggling.

Increased school retention – More girls remain engaged at school for longer because Education Officers are encouraging them, monitoring their attendance, following up absences and helping them overcome the challenges and difficulties that are often the reason they disengage from school.

Increased pass rate – A higher chance of passing exams because Education Officers offer ongoing encouragement as well as advice on time-management and study techniques.

Better outcomes for those with learning difficulties – Education Officers and our Program Officer have identified and addressed learning difficulties in some students that had not been noticed by the school. We provided them with validation and encouragement, additional help with literacy, and provided access to remedial classes for 2 students.

Increased resilience – Education Officers are positive role-models, a trusted adult outside the family (a protective factor). They create a safe space to discuss challenges and concerns and develop problem solving skills. They provide encouragement and positive reinforcement. They act as mentors.

“

Before Free To Shine’s support my family was in a difficult situation. I couldn’t afford school materials to support my child’s studies, because all of the small income that we made was spent on food. Due to this difficulty, I couldn’t support my children so I asked them to stop school. Then Free To Shine came and supported my daughter and provided us with a house. I cried. Now my family is stable. I started my small business at home, my husband goes to work and my children are in school.

Pheak*, Mao’s mother

”



WHAT IMPACT HAVE THESE SAFETY VISITS HAD ON GIRLS THIS YEAR?

YANI*, GRADE 11

Yani lives with her parents who are elderly and cannot work. Yani's family receives support from Yani's older sister who works in another province. Yani's Education Officer saw that Yani was having difficulty in travelling to school. She has one leg shorter than the other which makes it difficult to walk or cycle. When she was in grade 9 she was in secondary school, close to home. When she moved into grade 10 she moved to high school, approximately 30 minutes away, but due to the pandemic, her school was closed, and she studied online. When she graduated to grade 11, her school

reopened and she was required to make the daily travel which was more difficult for her.

Yani's mother tried to solve this problem by asking other families she knew with daughters studying in the same school, with motorbikes, if Yani could ride on the back of their motorbikes to school. However, it was still difficult because those with a motorbike who could take Yani to school with them did not always have classes at the same time, and could not wait for Yani if her classes finished later than theirs. Always having to rely on others was affecting Yani. Yani's Education Officer advocated for special assistance for Yani under our value of Equity. He requested an electric bike for Yani and we approved this request. With this bike, Yani can now ride without having to pedal, it's cheaper, safer and more environmentally friendly than a motorbike, and she has the independence to get to her classes

on time. Yani and her family are really happy that Yani can go to school to pursue her education and continue her journey to achieve her dream of becoming a nurse in the future.

THIDA*, GRADE 6

Thida is in grade 6 and is 14 years old. She lives with her mother, step father, a younger sister and a younger step sister. Thida's mother sells fish, and her step father is a construction worker. During the worst of the pandemic and lockdowns, Thida's father lost his job, and Thida's mother became ill.

Thida went to work as a waitress to earn money to support her family. Thida's mother wanted her to discontinue school because of their financial difficulties. Thida's Education Officer identified that

in this financial crisis food was their most urgent need. To support Thida's family, her Education Officer conducted assessments and delivered emergency food packages and vegetable seeds. He talked with Thida's step father discussing what he could do to earn income. He decided to use his skills to go fishing and plant vegetables. Thida's mother recovered from her illness and resumed selling fish. Our Education Officer talked with Thida's mother recommending her daughter continue school. He explained the disadvantages there would be if Thida discontinued. Thida's mum agreed to let her daughter continue in school.

Thida's study was another problem. While she was working, she did not study well or regularly in her online classes, and she did not take her exams. During safety visits, Thida's Education Officer discussed this with her and recommended that she ask her teacher for any information she could give Thida on the lessons she had not studied. Thida's teacher agreed, and she also permitted Thida to take her exams, which means Thida is now able to progress to the next grade next year.

**Failing the end of year exams and therefore having to repeat the year again is a reason many students discontinue school.*

PICH*, GRADE 5

Pich lives with her grandmother. Pich's grandmother sold her house to her daughter, but her daughter could not pay her the total amount, so she paid her mum in monthly instalments depending on the income she could earn. Pich's grandmother built a smaller new house in another village. However,

it was built with old and cheap materials, the roof often leaked when it rained and there was no window. Sometimes snakes and scorpions sneaked into their house. The house was in an unsafe condition. Our Education Officer discussed with her team and our Program Officer about offering a house repair to Pich's grandmother under our goal of improving access to basic human rights including adequate shelter, found to increase a girl's chance of staying in school. An application for a house repair was made, and approved. Now their house is safe, with three windows and a stronger roof. They also received a new water filter so they can achieve their right to access safe drinking water.

Each month, Pich achieved the best marks in her exams and received a certificate from her school director for being an outstanding student.



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Before, we struggled with a lot of cases, a lot of problems and difficulties in families. They didn't value education so they stopped their children going to school. Children and women who were experiencing family-based violence were afraid. They did not seek help. Girls and families are safer since working with Free To Shine. Because the girls are educated, they can find a service when they have a concern, or when they experience family-based violence.”

Savey, a Commune Leader

”



SAFE COMMUNITIES FOR CHILDREN



SOCIAL WORK INTERVENTIONS

PURPOSE
We provide social work interventions and crisis support to girls and their families facing exceptionally challenging circumstances. When a girl is identified as being at risk, Education Officers update the concern to the Program Manager to refer the case to the Social Work program if necessary for social work intervention.

NUMBER OF SOCIAL WORK INTERVENTIONS CONDUCTED THIS YEAR: 1,740

OUTCOMES
Safety and security – Social Workers provide tailored interventions to help beneficiaries be safe and secure.

Problems are addressed or solved - Social Workers offer crisis intervention if needed. They also provide therapeutic support, guidance, counselling and referral to help families address their issues.

Behaviour change - Social Work interventions can lead to behavioural changes in beneficiaries and their family members, depending on the concern and intervention.

Local Authorities are held to account - Social Workers work closely with local authorities to ensure they are aware of families with children ‘at risk,’ and are responding appropriately.

Minimise risk of trafficking and exploitation - Social Workers educate families on risk and protective factors and actively work to decrease and increase respectively.

WHAT IMPACT HAVE THESE SOCIAL WORK INTERVENTIONS HAD ON GIRLS THIS YEAR?

FAMILY AT RISK CASE STUDY: NAN* 15 YEARS OLD

Nan was enrolled into our program in 2015 due to extreme poverty, domestic violence and alcohol abuse.

In 2020, Nan’s father was arrested and put in prison, and soon her family faced a serious struggle. Nan lives with her mother and three younger siblings. Nan’s father was the main income earner of the family. Therefore, the family lost their income and struggled to repay their loan to the microfinance company. Nan’s mother asked Nan to discontinue

school and help her earn money, until her father was released from prison. Sometimes, Nan and her mother went to work on farms, but they mainly survived with their relatives' support.

Nan's Education Officer noted serious concerns, and immediately reported to our Program Manager. Nan was then referred to our Social Work program.

Our Social Worker created an intervention plan, and worked with the local authority to find support for the family. Our Social Worker also collaborated with another Non-Government Organisation to support the family. This NGO worked with Nan's father, offered some school supplies to Nan's siblings, some financial support to the family for food and facilitated family visits to Nan's father in prison.

Our Social Worker conducted monthly visits to Nan's family and provided counselling and emotional support. Our Social Worker also delivered emergency food packages to the family when they were needed.

Recently, Nan went to the city to work at a domestic job for a month, but when Nan's father was released from prison she did indeed come back to school. Nan's father supports her to continue her education.

Our Social Worker intervened in Nan's education by discussing with Nan's teachers and director about her grades. The teachers said that her name had been deleted from the school due to her long absence. However, Nan was given a chance to resume school if she would commit to her education. Nan was re-enrolled, though she had to start from an earlier grade.

Although Nan's family has reunited, our Social Worker will continue interventions and provide support to the family.

CHILD LABOUR CASE STUDY: CHANNUTH* 15 YEARS OLD

Channuth lives with her parents, a younger brother and a younger sister. Her father is a construction worker and her mother is a mobile vegetable and grocery seller on her motorbike.

Last year, Channuth decided to discontinue school and illegally migrated from her hometown in Cambodia to Thailand to get a job, without informing or consulting us. Her relatives, who had previously migrated to work in Thailand, came to visit Channuth's family, and Channuth decided she wanted to go back with them. They sneaked through the rural border without legal documents or passports, which was facilitated through brokers.

Channuth worked as a flower seller.

Channuth was referred to our Social Work Program, and interventions began. Our Social Worker contacted Channuth through the relatives with whom she lived in Thailand. He talked to her regularly and followed up about her safety and her work condition. Channuth was okay at first, but later her health was poor. Our Social Worker stayed in touch ensuring she could access help if she needed. After several months she returned home to continue her education. We talked with her and discussed her commitment to school. We provided her with school supplies and school uniforms. She was referred back to our Education Program, and her Education Officer visits her monthly.

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EARLY MARRIAGE CASE STUDY:

SAYORN*, 16 YEARS OLD

Sayorn was referred to Free To Shine when she was 11 years old and in grade 4. She was living at home with her parents and her younger brother. The family struggled financially with only the father bringing in a small irregular income.

When Sayorn was younger, she contracted meningitis, and had an accident that resulted in severe burns to her leg. As a result of each of these events, she missed a few months of primary school, but she managed to catch up with the lessons and keep on track.

In 2020, prior to Sayorn completing grade 9, schools closed due to COVID-19 and Sayorn disengaged from school.

Although Sayorn was only 16 years old, her mother arranged for Sayorn to marry a 25 year old man from a neighbouring village. Under traditional lore, the marriage was allowed due to Sayorn giving her consent and her parents granting their permission. Sayorn's family received a dowry of USD \$4,000.

At this time, Sayorn and her mother stated they no longer wanted involvement with Free To Shine. However, our social workers carefully kept in touch, to ensure Sayorn's safety.

Two months later, Sayorn called a Free To Shine social worker asking for help. Her husband had tried to rape her prior to the marriage, but she managed to stop him.

After they married, Sayorn became pregnant, but miscarried. Sayorn then left her husband and stayed at her uncle's house for safety. Sayorn's husband and his family harrassed and threatened Sayorn and her mother, demanding they pay back the dowry money.

After various interventions, Sayorn and her mother were cleared of having to repay the dowry due to the husband's violent behaviour. Sayorn was granted a divorce and got a job working at her local market.

Free To Shine continued to closely monitor Sayorn's safety and liaise with local authorities.

Sayorn informed the Free To Shine social worker that she had another husband of her own choosing. Sayorn's husband has a regular job, and lives with Sayorn and her family. Sayorn became pregnant again and was visiting the hospital regularly for health checks. She gave birth to a healthy baby boy. Sayorn is happy and safe, and her husband is loving and supportive of her and their son.

Due to the complexity of her past, Free To Shine social workers continued to visit Sayorn for 3 more months to ensure the stability and safety of her situation.

Strengths:

- Sayorn proved she was resourceful when she reached out to Free To Shine to help her
- She also proved she was willing and able to access support when needed
- Sayorn has found inner strength in leaving her former husband and advocating for her own needs, with her mother and others
- Sayorn is proud of herself for managing all the negative factors and stress around her divorce; she feels very empowered
- Sayorn has developed decision-making skills and the ability to follow through

Protective factors in her life:

- Her village and community have supported her decisions
- She's resilient
- Her new husband and child
- Her uncle and aunt who continue to support her and care about her safety

Free To Shine has supported Sayorn through some very difficult times. Sayorn says she is very grateful to Free To Shine for helping her through school and then supporting and advocating for her safety.



SAFE COMMUNITIES FOR CHILDREN

COMMUNITY TRAININGS

PURPOSE

We facilitate community trainings that build capacity within the community, increase knowledge of human rights, and teach families how to protect themselves from exploitation and abuse.

NUMBER OF TRAINING SESSIONS	15*
NUMBER OF ADULTS ATTENDED	305
NUMBER OF CHILDREN ATTENDED	142
SUBJECTS TAUGHT	Child Development Child Protection Alcohol and Drugs

**Fewer Community Trainings were conducted this year due to extensive COVID restrictions and village lockdowns during the first half of the year.*

OUTCOMES

Increased protection - Community members are better able to protect themselves and their children because they have learnt about Child Protection, child development and drugs and alcohol.

Community members feel more connected - they share their experiences and gain peer support and understanding.

Stronger communities - through education and connection. And a strengthening of the relationship between local authorities and Free To Shine.

WHAT IMPACT HAVE THESE COMMUNITY TRAININGS HAD THIS YEAR?

“I have learned about child development from baby to fully grown and learned how to support and teach children of different ages. This training helps parents understand their children’s development. Free To Shine always cooperates with us, helps children in our community and provides knowledge to our people. I want to see Free To Shine continue to help my community.”

- POV*, A VILLAGE LEADER



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I learned how to educate children, types of child abuse, who could be child abusers, where the abuse could occur, who are the victims and the effects of child abuse. This training helped me gain more knowledge, correct our behaviour and achieve children’s rights. I will share this knowledge with my children, husband and my neighbours.

Savorn*, a community training participant

”



PROGRAM STRATEGY GOAL 2

EDUCATED GIRLS



Provide essential **educational support and materials** necessary for each girl to access school including uniforms, books, pens, a backpack, and a bike.

Provide financial support for **additional curriculum classes** to support girls to progress to the next grade.

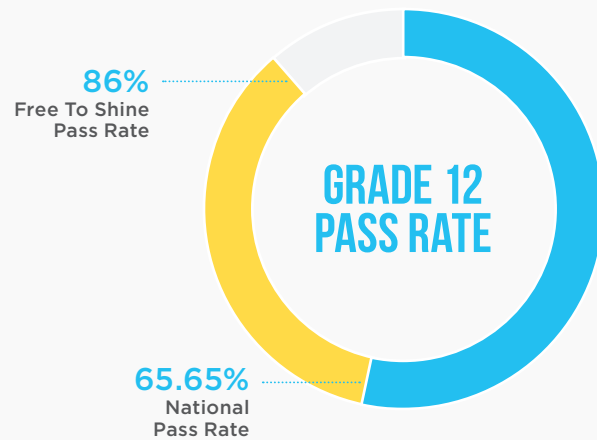
Improve **access to basic rights** such as safe drinking water, enough food, and adequate shelter so that girls are able to stay safe and in school.

WHILE PHYSICALLY IN THE CLASSROOM GIRLS ARE SAFE. WE PROVIDE THE MATERIALS AND FUNDS THEY NEED TO ACCESS THEIR LOCAL STATE SCHOOL AND ENSURE THAT THEY REMAIN IN SCHOOL BY PROVIDING ACCESS TO WATER, FOOD AND SHELTER.

OUR IMPACT THIS YEAR

“I was born in the Khmer Rouge period and so I didn’t get my right to access study. I really want to see my children in school because I want them to get a full education. But I could not afford the school materials. Free To Shine has supported my daughter’s study so I am very pleased that my daughter has enough school materials.”

- RAVY’S* MOTHER



86% pass rate for Free To Shine students who sat the national grade 12 exams compared to a 65.65% national pass rate.



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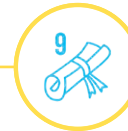
“When I was in primary and secondary school, I didn’t have a uniform or school supplies to study. After support from Free To Shine, I had a uniform, bike, and funding for curriculum classes. Importantly, I got good advice and was able to stay away from forced labour, human trafficking, and exploitation.”

- **CHANTY***

“One time I really wanted to stop school because my family was in a poor situation. My mother was sick and my father had no job. I got support from Free To Shine and I could return to school with enough school supplies.”

- **CHANNY***

COMPLETING GRADE 9



Although it is not law, the Ministry of Education encourages all children to at least finish grade 9, if they can. At the end of grade 9 there are national exams over two days. Students can then apply for a limited number of vocational training places, find a job, or progress to high school for grades 10-12.

Number of grade 9 students who took the exam: **47**

Number that passed: **43**

Pass rate: **91%**

National pass rate: **94%**

COMPLETING GRADE 12



Number of grade 12 students who took the exam: **50**

Number that passed: **43**

Pass rate: **86%**

National pass rate: **65.65%**

“

Since I was a young girl, I stayed with my mother’s older sister. My mother passed away and my father never came back home. After Free To Shine supported me I could go to school with a bike, backpack, and school supplies.

Serena*, a student

”



EDUCATED GIRLS

WHERE ARE THEY NOW?

KORNG*

ELECTRICAL ENGINEERING

After successfully graduating from high school, Korng is so happy because she achieved her dream. Now, she is studying electrical engineering at an institution in the city. This institution even gave her a scholarship which covers 100% of her degree fees and will also support her to get a job when she graduates. Korng wants to be an electrician.

SITHA*

INFORMATION AND COMMUNICATIONS TECHNOLOGY (ICT)

Sitha passed her grade 12 national exam. She received a full scholarship from an institution in the city to study ICT. This is her dream. She is so happy to have graduated from high school and to be able to pursue higher education. Sitha has a clear plan for her future. She wants to work in ICT in a hotel or as an ICT teacher. Her overall plan is to support her family financially when she graduates her degree and has a job.

NHA*

HISTORY

Nha is now studying at university, majoring in History. She moved to the city and lives in a rental with her friends. The university tuition fee and the rental are paid for by her parents who have been working in Thailand. Nha also works in a full-time job as a receptionist at a hotel and earns a decent salary which pays for her daily living expenses. When she graduates she wants to be a history teacher in a school in her home community.

LI*

ACCOUNTANCY

Li received a scholarship, which she applied for after her graduation from grade 12, to study accountancy at an institute. She was so excited about getting a scholarship that covers 100% of her study in the subject that she really loves. Her mother and the whole family are so proud of her exam result and her achievement to pursue higher education. In the future, Li wants to work at a bank.

LAEN*

LAW

Laen received a scholarship from a non-profit organisation, and is now studying law at university. She lives with her friends in a rented room. She feels very proud and happy about her scholarship. Her parents wished and hoped that Laen would be able to study at university after high school and their dream became true.

RANY*

ACCOUNTANCY

Rany successfully passed her grade 12 exam and received a scholarship from a non-profit organisation to study at university. Now she is studying accountancy. She feels so proud of her achievement with her grade 12 exam result and she is grateful for securing a scholarship to continue her education in a Bachelor Degree that will lead her to a good career. Rany's family is proud of her as she is the first person in the family to attend university.

TWO HOUSE BUILDS

Free To Shine keeps girls safe and in school by addressing the barriers that commonly prevent her continuing her education. When a girl's basic human rights are not met, she is at high risk of discontinuing her education. We provide access to safe water, enough food and adequate shelter so that she can stay in school.

We provide each girl and her family with a water filter to ensure access to safe drinking water. We provide her and her family with a sustainable solution to hunger by giving them seeds and information on how to grow them. We also provide house builds or repairs for girls and their families in need of secure shelter.

PHEAK*

Pheak lives with her parents, and two brothers. She was welcomed into our program seven years ago.

Pheak's previous house was in bad condition and not secure. It was old and often leaked when it rained. The roof was made out of zinc and the walls had holes so there was little protection from the rain. Their clothes and books often got wet. The house did not have a private room for Pheak so she always slept at her aunt's house.

Pheak's family chose to build their new house with new walls and roof made from zinc, with more space, stronger pillars and with a new private room made from plywood for Pheak.

Building their new house took about three months to complete. The builders were local

community members who lived in Pheak's village. The materials were bought from the local market to support the local economy.

SARON*

Saron is 15 years old and studying in grade 8. She was welcomed into our program seven years ago.

The house Saron lived in was in a very bad condition. There were many holes in every corner of the house, which leaked badly when it rained. Their house had no privacy, no door and one small, inadequate room, but they didn't have money to build a new house.

The process of providing a house build for Saron's family was delayed for two years due to the pandemic. Once COVID restrictions and lockdowns ended and children returned to school, we were then able to turn our attention to helping Saron and her family design and build their new home.

Saron's family chose to build their new house with stronger walls and a roof made with zinc, with one large space and one smaller room made from plywood with a lockable door to provide privacy for Saron and her younger sister. They also wanted a lockable door to the house.

All materials were bought in the local market and the family entrusted the local construction workers. They also got help building from other community members. The actual house build took a week to complete.

Saron's mother said, "I am happy because our new house is more secure. When going out, I don't worry about storms or strong winds damaging the house."



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“

I am extremely happy because I have my own safe room. In my old house, I would be scared of people with bad intentions, and dangerous animals. Now we can live with no fears of the rain and storm, and we also have a space to put our clothes and books.

Pheak*

”



PROGRAM STRATEGY GOAL 3

WOMEN IN LEADERSHIP



Teach and model **gender equity**.

Conduct **leadership training**, providing mentorship and project management skills development to emerging leaders.

Invest in university education to develop the next generation of Cambodian women leaders.

PURPOSE

Free To Shine models gender equity and invests in the next generation of Cambodian women leaders by providing leadership training to emerging leaders, and funding university places.

GENDER EQUITY

Women are underrepresented in leadership positions and in politics worldwide.

Gender parity is the statistical measure used to describe ratios between men and women, or boys and girls, in a given population. We're only 68.1% of the way to gender equity worldwide, and on its current trajectory, it will take 135.6 years to close the gender gap!¹

Cambodia ranks 98th on the gender parity scale.²

Only 21.6% of seats in parliament in Cambodia are held by women,³ and only 8% of provinces (2 out of 25) have a female provincial governor.



... if girls and women have access to education, they can have good jobs and bright futures

Radich, Education Officer

Across Cambodia 53.36% (50,545 out of 94,718) of teachers are female but only 14.3% (1,960 out of 13,681) of school principals are female.⁴

Across Siem Reap province there are 1,109 public schools. 63.25% (3,759 out of 5,943) of teachers are female but only 23.08% (256 out of 1,109) of school principals are female.⁵

TRAINING OUR TEAM

This year our Women in Leadership Officer has conducted three Gender Equity trainings with our team to increase their knowledge and understanding so they can better model gender equity in the communities we work. These trainings were The Truths and Myths of Feminism, Gender Bias and Gender Based Violence.

During the trainings, one of our team members shared, “There were times when I wanted to cry out in front of someone, but I couldn’t because I am a man. I could only bury it in my mind or cry alone.”

Another team member shared, “I was not happy that my parents forbade me to hang out at night with my friends or go somewhere far from home because I am a woman. I just want to have fun and

explore the outside world.”

Many of our team members did not previously consider themselves a feminist, and believed some of the traditional mindsets and social stereotypes.

One of our male Education Officers reported, “It’s society that has taught us unconscious gender bias. After learning about it in a Free To Shine team training, I conducted a training about feminism to a group of youths in another province. There were 30 participants. Sharing knowledge is essential, raising awareness about gender equity and feminism among young people brings big change.”

THE OUTCOMES

After the training on Gender Based Violence one of our team members reported, “We shared with the girls’ families about gender based violence during our safety visits. In particular, explaining that family and domestic violence between the mother and father does not only affect the parents, but influences and affects their children too. Having conversations about violence is a big way to prevent the violence.”

We plan to teach gender equity training sessions to teenagers next year.



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On the current trajectory,
it will take

135.6 YEARS

to close the gender gap¹

- Global Gender Gap Report 2021



EMERGING LEADERS

We provide leadership training to young emerging leaders, and it includes skills development, mentorship and project management training.

We provided two full-day workshops this year, with monthly mentorship to 23 Emerging Leaders.

These Emerging Leaders explored things like:

- Being your true self
- Taking responsibility
- Leading yourself before leading others
- Developing and utilising your positive leadership traits to guide the direction of your life instead of letting time and chance determine your course
- How pose or posture affects the way you feel, including your level of confidence, and how you feel affects the way you lead.
- Your life purpose and what legacy you want to build

In one activity Pisey* created a shield on which she drew an elephant to represent her character of being kind with a big heart; her role model who

got rejected many times in life but never gave up and became a millionaire; and the cafe she wants to open with many books for her customers to read.

Each emerging leader after each workshop chose what they'd like to focus on over the next 4 months to develop their leadership. Our Women in Leadership Officer supported and mentored them in these areas.

Nha* chose to focus on developing positive habits in spending her time more wisely by reading books rather than spending too much time on the phone.

THE MOST COMMON THINGS THEY CHOSE WERE:

To utilise time wisely – using strategies such as; recalling the activities they did often, which they thought were useless, and eliminated them day by day. Writing to-do lists, and making a schedule.

To care about people around them – some strategies they utilised were checking in with family and friends by asking simple questions like “how is your day going?” and “Is there anything bothering you?”

To be more responsible – by using strategies like identifying their priorities, confronting and dealing with their problems, accepting when things are their fault and learning from it, being consistent, and relaxing.

To read more books – some strategies they used were choosing the types of book they wanted to read, noting down interesting vocabulary and vocabulary they didn't understand, and reflecting on what they'd learned.

To love themselves more – some strategies they utilised were identifying times they had disliked, discouraged or hated themselves and why they think they did that, understanding the fundamental point of why loving themselves is a priority, not letting others define them, and doing what they love.

To turn their strength into something useful – some strategies they utilised were identifying their strengths, asking themselves ‘in what ways do I want to use my strengths?’ and then practising using them in real life situations.



WOMEN IN LEADERSHIP

FUNDED UNIVERSITY PLACES

NUMBER OF STUDENTS	12
NUMBER OF COMMUNITY SERVICE HOURS COMPLETED	780
LAW DEGREES	4
MANAGEMENT DEGREES	7
KHMER LITERATURE DEGREES	1

We work towards 50% of leadership positions, across all sectors, being held by women. To achieve this our strategy includes investing in university education to develop the next generation of Cambodian women leaders.

This year we received another nine outstanding applications for another two funded university places.

“I will help my community by creating a women’s consulting group, to encourage and empower them about their rights. My group will talk about those families who struggle to send their children to school, and encourage them to become strong and active in society. We will give advice to children in difficult families. I will do presentations on all forms of abuse, discrimination and violence to women. I want to eliminate domestic violence, exploitation,

and sexual abuse, making sure women have opportunities and live in peace, with security, and have equal rights and justice.”

- PHEARA*

“I want to teach youth and women how to apply the law. I want to find a good job that suits my knowledge. I want to participate in any courses related to women in leadership. I want to protect the weak, and the rights and freedoms of the people. I want to eliminate all forms of discrimination against women, as the law says. I want political knowledge so women can take on leadership roles. I want to eliminate the mindset and attitude men have towards women’s abilities and knowledge. I want to change the pressure put on women and the criticism of how women dress, their hair, tattoos and virginity. When girls experience sexual abuse and harassment, they should be encouraged by others instead of being blamed.”

- DARIKA*

While we fund their university tuition fees, they work full time to fund their own living expenses including rent and food. In return for receiving a funded university place these young women each contribute 100 hours per year of community service, in which they choose activities that will help develop their communities.



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UNIVERSITY STUDENTS UPDATE

TEVY*

“When I was young, I never thought of going to university because there was no way I could afford the tuition fee. Particularly, as a young girl growing up in rural Cambodia, I was bombarded by messages from my elders that the most I could hope for was to marry and have a family. I found these messages only served to inspire me to become educated, independent, and strive to positively change the fixed view of the role of women in society. I have been building knowledge and experiences for myself every day as well as participating and sharing in community training and services. Seeing young girls listen attentively and ask questions made me feel inspired.”

SARY*

Sary has applied the knowledge she’s acquired at university this year to help her community. She assisted in the facilitation of our Community Trainings on Alcohol and Drugs. She taught how they affect our health, family and whole community. She wants young men and women to respect each other and work together for a better community.

SOPHA*

Sopha’s community service this year focused on sharing her knowledge to community members about mosquitoes and mosquito-borne diseases. She is happy to help her community take care of their health because she recognises health is a priority.

CHETRA*

Chetra has been a huge help at Free To Shine’s office, scanning, copying and printing documents and making props for the Emerging Leadership Program as well as assisting in taking minutes during the training day. These activities helped develop her skill set and demonstrated a great model to younger girls.



FROM BENEFICIARY TO EDUCATION OFFICER

Cheat was welcomed into our program when she was in grade 10. She graduated grade 12 achieving excellent exam results. To pursue her ambition of studying for a bachelor degree in Management, Cheat applied for one of Free To Shine's funded university places.

This year Cheat seized an opportunity to intern with Free To Shine as an Education Officer for four months. This intern position became available when one of our Education Officers temporarily covered the role of Administration and Finance Officer, creating the opportunity for a short-term intern position as an Education Officer.

Cheat excelled in this position demonstrating hard work and curiosity, and learning quickly what her role entailed. When another Education Officer left Free To Shine it created the opportunity for Cheat to stay on with us beyond the internship, officially becoming one of our Education Officers. Cheat is the third beneficiary to join our team as an Education Officer and she works with 40 girls and their families.

TRAINING & DEVELOPMENT

Why is it important?

- For the safety of beneficiaries and team members – employees need to be competent in what they are doing and this is ever evolving. Some training needs to be annual because it is paramount that team members' knowledge is current for safety reasons
- When gaps in knowledge or skills are identified, these need to be addressed
- There is always new research, theories, and practice about which we should be informed, to ensure our interventions, procedures and policies remain best practice
- To keep employees interested and motivated
- To support career development and personal growth

INTERNAL TRAINING

- The Trafficking in Person's (TIP) Report
- Self- Awareness
- Professional Boundaries and Conflict of Interest
- Gender Equity
- Financial Management & our Finance Policy
- Financial Processes
- Free To Shine's website
- Progress Report Process
- Community Training
- Accountabilities
- Funded University Place Application Process
- Land Conservation and Rights
- House Build Process
- COVID safety and procedures
- Punctuality
- The Partnership Program for the Protection of Children's NGO Salary Survey results
- Employment Policy
- Labour Law
- Health Insurance presentation
- Government Forms

EXTERNAL TRAINING

- Introduction To Trauma (Online)
- Safe Migration
- Sexual Harassment Behaviour (SHB)
- Drugs and Alcohol

DEGREES FUNDED FOR EMPLOYEES

- Bachelor Degree in Management for one Education Officer
- Bachelor Degree in Education for one Women in Leadership Officer
- Master Degree in Business Administration for two Education Officers, one Social Worker, and one Administration and Finance Officer

WHO WE WORK WITH



Kingdom of Cambodia
Ministry of Foreign Affairs
& International Cooperation



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- Ministry of Foreign Affairs and International Cooperation (MFAIC)
- Ministry of Social Affairs, Veterans and Youth Rehabilitation (MoSVY)
- Ministry of Education, Youth and Sport (MoEYS)
- The Partnership Program for the Protection of Children (3PC)
- Family Care First (FCF)



SPONSORING THE ANTI-TRAFFICKING CONFERENCE

In December, Free To Shine attended the Siem Reap Provincial Committee for Counter Trafficking's celebration of the National Day for Counter Trafficking in Persons. The ceremony was presided over by three senior ministers and attended by government representatives from other provinces and other non government organisations.

The Provincial Governor and the Chairman of the Committee said "What remains a concern is the risky migration of workers without legal guarantees and without clear management which leads to the risk of exploitation and human trafficking."

Many government departments and non-government organisations, including Free To Shine, came together to sponsor this event.



MEETINGS WITH THE AUSTRALIAN FEDERAL POLICE (AFP)

Free To Shine and members of the Australian Federal Police, posted in Phnom Penh met to discuss and learn about each other's goals and priorities. We learned more about law enforcement systems, cyber crime, online child exploitation, and the ways the laws can work to combat these problems.

Even though the law enforcement systems vary greatly between Australia and Cambodia the AFP were able to offer some advice including taking allegations of sexual assault and abuse directly to the Police Commissioner of Counter Trafficking and Youth Crime in Siem Reap, rather than the local police, for better outcomes.

WAYS TO SUPPORT FREE TO SHINE

DONATE

freetoshine.org/donate

FUNDRAISE

freetoshine.org/fundraise

SPONSOR

freetoshine.org/sponsor

JOIN BUSINESS MATTERS

freetoshine.org/business

WORKPLACE GIVING

freetoshine.org/workplace-giving

AMISS WORKSHOPS

freetoshine.org/amiss

HOW TO SUPPORT US AS AN INDIVIDUAL DONATE

MAKE A REAL IMPACT WITH REGULAR GIVING

www.freetoshine.org/donate

Help create a safe community for a child

Join us in working towards a Cambodia where educated girls, free from sex trafficking, are shaping and leading their communities and country. For just \$15 a week, you can provide ongoing safety visits to address complex factors such as poverty, hunger, illness, migration, addiction, violence and more.

Visit our donate page and find out more about how you can contribute to one of these 3 goals: safe communities for children, educated girls, or women in leadership.



HOW TO SUPPORT US AS A BUSINESS

BUSINESS MATTERS

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DO WHAT MATTERS IN YOUR BUSINESS

How you lead your business matters. It matters to your team, your results, and your impact on the world.

When you become a Business Matters member you'll also be helping to secure the safety and education of girls who are at-risk of being trafficked into the commercial sex industry in Cambodia. No matter which membership level you choose you'll receive a quality training video and accompanying poster every quarter – which will help you become a better leader, get better results and make a bigger impact!

THE BENEFITS

- ✓ You will align your business with the United Nations' Sustainable Development Goals
- ✓ You will gain a competitive advantage because doing good is good for business
- ✓ You will attract more clients
- ✓ You will drive higher profits
- ✓ You will motivate and engage your team
- ✓ You will become a better leader
- ✓ And you will help solve world problems!

Business can and should be used as a force for good.

Sign up or attend our webinar by registering at freetoshine.org/business or email us at businessmatters@freetoshine.org for more information.

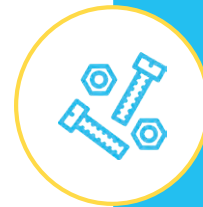
www.freetoshine.org/business



VISIONARY

\$350 AUD PER WEEK

This membership provides bikes, leadership training to emerging leaders, Community Training on preventing exploitation and abuse, and intensive social work interventions to those in crisis.



CORNERSTONE

\$75 AUD PER WEEK

This membership provides safety visits to the girl's home and school, access to safe drinking water, a vegetable garden, and additional curriculum classes.



LEVEL UP

\$20 AUD PER WEEK

This membership provides school uniforms, backpacks, exercise books, pencil cases filled with pens, pencils, rulers etc, and library books.

A MILE IN SEREY'S SHOES

A CHOOSE YOUR OWN ADVENTURE STYLE INTERACTIVE WORKSHOP

Walk a mile in Serey's shoes. During this interactive experience you will be dropped into the shoes of Serey, a Cambodian mother. Your mission, should you choose to accept, is to keep your children safe no matter what life throws at you. The challenges come in thick and fast. The stakes are high, and the pressure is on.

You will learn about life in rural Cambodia, the challenges families face daily, and Free To Shine's approach to preventing the exploitation of school-aged girls.

Email amiss@freetoshine.org for more information.



OPEN THE BOX & GRAB THE CARDS



READ & DISCUSS STORY CARDS

WORK AS A TEAM



GROUP DISCUSSION



MAKE A DECISION



OPTION A



OPTION B



THE DETAILS



Duration: The experience runs for four hours



Location: Shine Central, Free To Shine Office in Siem Reap



Suggested donation: \$55 USD per person



WHAT YOU'LL LEARN

You'll learn about common challenges faced by rural Cambodian families and be asked to make difficult decisions on topics including traditional vs. modern medicine, microfinance loans and debt, child labour, orphanages, migration, food scarcity and more. The Free To Shine team will provide information and facilitate critical discussion about life in rural Cambodia and Free To Shine's approach to preventing the exploitation of school-aged girls.

AN OVERVIEW OF OUR FINANCIALS

Raising funds this year has been more difficult than usual.

34.8% of income was restricted and 25% is non-recurring.

We continued to experience restrictions and lockdowns this year. These ended in Cambodia half way through the year and Cambodia began opening its borders. Australia's restrictions and work from home orders continued to affect our sponsors and donors for a few extra months. The world has begun moving out of the global health pandemic but the economic implications are now being felt.

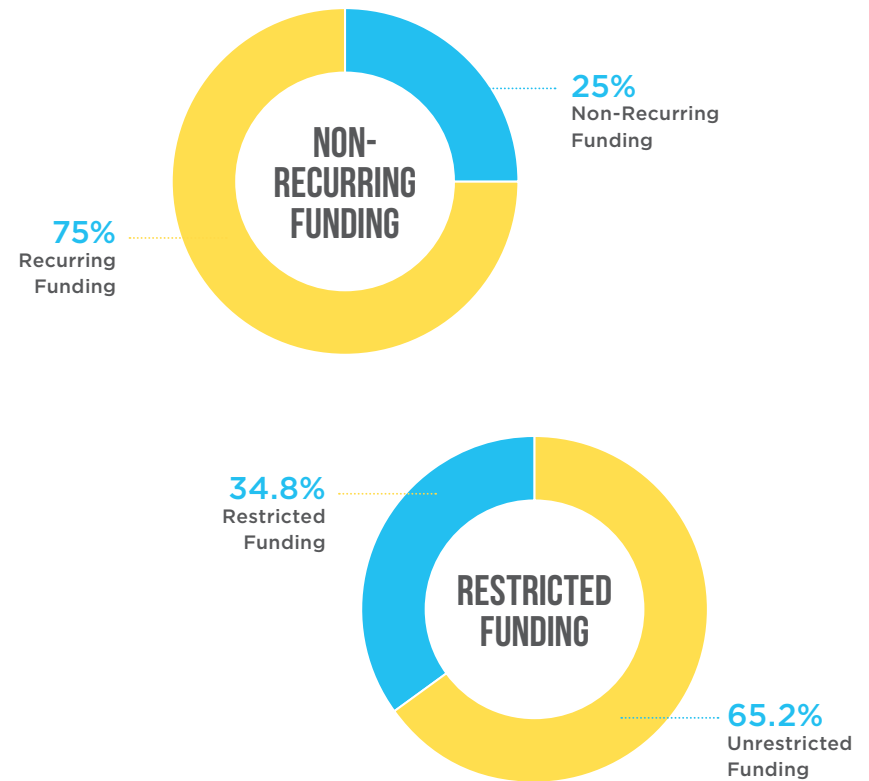
While some donors increased their support during COVID, several are now struggling and reducing their support to lower than pre-covid levels.

This year we received significant income from a speaking engagement and a major donation that won't recur in the 2023 financial year. Projected income for 2023 financial year is therefore significantly lower than this year.

Funding all aspects of our program will not be possible next year.

ACCOUNTABILITY AND TRANSPARENCY

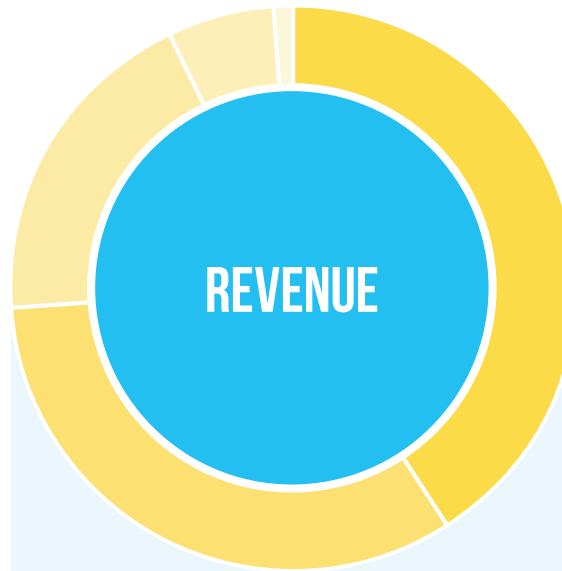
We deeply value the trust you place in Free To Shine when you invest in our programs. We are a registered Australian charity, endorsed by the Australian Tax Office, ACN 143 986 074. We are formally registered in both Australia and Cambodia and have a MoU with the Cambodian Ministry of Foreign Affairs and International Cooperation, the Ministry of Social Affairs, Veterans and Youth Rehabilitation, and the Ministry of Education, Youth and Sport. We are governed by a Board of Directors, and all of our financials are independently audited by a registered company auditor. When you invest in Free To Shine you can be sure your gift goes to those who need it most.





FINANCIALS AT A GLANCE

This financial report pertains to both the Australian and Cambodian offices of Free To Shine. All financial figures are in Australian Dollars.



41% EVENTS & DONATIONS

33% BUSINESSES

19% INDIVIDUALS

6% FOUNDATIONS

1% INTEREST



\$181,996 SAFE COMMUNITIES

\$103,376 EDUCATED GIRLS

\$70,034 FUNDRAISING

\$43,904 WOMEN IN LEADERSHIP

\$33,654 ADMINISTRATION

STATEMENT OF ACTIVITIES

For the years ended 30 June 2022 and 2021



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REVENUE

	2022 \$ AUD	2021 \$ AUD
Events & Donations (see note)	166,980	60,014
Sponsors	80,022	97,786
Grants	24,242	97,425
Interest	1,113	1,028
Government Subsidies - COVID-19	0	32,820
AMISS	0	0
Office Sublease	0	280
Businesses	135,478	151,551
Total revenue	407,836	440,903

EXPENSES

Safe Communities

Safety Visits	96,443	85,339
Social Work Interventions	72,327	73,689
Community Training	13,226	20,455
	181,996	179,483

Educated Girls

Education Materials	32,596	43,649
Curriculum Classes	29,881	11,823
Water, Food & Houses	40,900	37,920
	103,376	93,392

EXPENSES (continued)

	2022 \$ AUD	2021 \$ AUD
Women in Leadership		
Teaching & Modelling Gender Equity	10,078	4,120
Emerging Leaders	13,799	7,325
University Degrees	20,026	16,373
	43,904	27,819
Admin & Fundraising		
Administration	33,654	40,502
Fundraising (see note)	70,034	57,991
	103,688	98,493
Total Expenses	432,964	399,186
Revenue less expenses	(25,129)	41,717
Net Assets at End of the Year	227,903	253,032

NOTE. At a time when sourcing the necessary funds was so incredibly difficult, we were given restricted funding from a donor to trial a donor-acquisition position in the hope that this would yield the results we'd need to help us achieve financial sustainability. We're massively appreciative to this donor for enabling us to take this risk. Unfortunately, it did not yield the results we were hoping for.

NOTE. In this 2022 annual report some expenses have been re-allocated to the three pillars of our program in order to better reflect the cost of providing our services. In line with International Accounting Standards, the comparatives have been amended to reflect this change in reporting.

OUR FAVOURITE STUDENT QUOTES OF 2022

“

In the future, I have a goal to become a doctor to treat patients. Even though I know this goal might be too big, I won't give up.

”

“

My difficulty was that I couldn't catch up as I have trouble remembering, but I will read more.

”

“

My difficulty is going to school late because I need to wait for my friends as the school is far from home. I have encouraged them to go faster so that we are not late.

”

“

I had difficulty with maths and rainy weather.

”

“

I have improved myself by engaging in group study with outstanding students.

”

“

I experienced my bike breaking down on the way to school and I reached school late. Therefore, I have to leave home earlier in case anything happens again so I can fix it and still arrive on time.

”

“

I overthink a lot and get stressed. My solution is to study more and relax.

”

THANK YOU

អរគុណច្រើន

We would like to take this opportunity to thank all the wonderful people who have supported Free To Shine this year. Whether you contributed as a volunteer, donor, sponsor, or attended an event benefiting Free To Shine, we appreciate your support. With your help, we have kept over 750 girls safe and in school over the last twelve years!

Thank you to our volunteers, who have contributed over 1400 hours this fiscal year.

MAJOR SUPPORTERS

Thank you for your invaluable support.



MATT ROGERS

HELEN
SEMLER

MATTHEW
FORD

PRO BONO SUPPORT

Thank you to these companies for providing pro bono professional services.



1. Global Gender Gap Report 2021 – INSIGHT REPORT MARCH 2021. World Economic Forum. The Global Gender Gap Index 2021 rankings, Table 1.2, p11 and Figure 1.4, p17. Copyright © 2021 by the World Economic Forum. https://www3.weforum.org/docs/WEF_GGGR_2021.pdf

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