

Samrach - as a Flame kid



IMPACT REPORT

2023

Impact Report

For year ended
31 December 2023

Registrations
New Zealand Government:
CC53748
Cambodian Government:
K009-901800528

OFFICE:
New Zealand
84 Ladies Mile,
Remuera, Auckland, 1050

Cambodia
House 514, St 37c, StuengMeanChey,
Phnom Penh. Cambodia

TRUSTEES:
Brian Trebilco
Meredith Brocklebank
Susan Hanna
Ross Wallis

CAMBODIAN ADVISORY BOARD
Kong Sopheak
Sam Sreyña



TABLE OF

Contents

1 ► OUR IDENTITY

2 ► MESSAGES

3 ► PROJECT IMPACT

EDUCATION

- After School Centres
- PATH
- University Scholarships
- LAMP
- Teacher Training

COMMUNITY ENGAGEMENT

- Family Support
- Mobile Medical

4 ► OUR TEAM

5 ► VISITORS



OUR *Identity*

VISION

CHILDREN OF THE URBAN POOR BECOMING LEADERS

MISSION

WE IDENTIFY, GROW AND LAUNCH LEADERS

CORE VALUES

COMMUNITY: We believe that growth occurs in a community setting. Helping communities will also directly help the child.

OPPORTUNITY: We believe that opportunities that are taken hold of can be life changing. Flame will provide opportunities for children of the urban poor.

PERSEVERANCE: We believe that failure is not a deal breaker. Perseverance is an essential life skill for any leader.

PAY IT FORWARD: We believe that no person is too young to be grateful. Gratitude for help received is best shown in paying it forward into another child's life.



BOARD CHAIR
Message

It's frequently said that an organisations greatest asset is its PEOPLE and coming a close second is RELATIONSHIP.

We are blessed with awesome staff and leadership who go above and beyond. THANK YOU.

Technology has been a new initiative. Flame has initiated a program to address this issue and we say thank you to those who donated second hand laptops.

A Cambodian Advisory Board has been established. It was felt that an advisory group to act as a sounding board for local initiatives was important.

Our financial situation has gradually and significantly tightened over 2023. Some donors have pulled back or pulled out as they are under financial constraint. We understand this and know that it is a global reality. For those who continue to support Flame, we CAN'T function without you. THANK YOU

Finally, Sue and Vandeth's leadership, wisdom and vision make Flame happen. It's a pleasure to see you both in your sweet spot as you IDENTIFY, GROW and LAUNCH children of the urban poor into a great future.

EXECUTIVE FOUNDER

Message

If I sum up 2023 in one word it is “growth”. As you will read, our numbers have increased dramatically, which is hugely satisfying and also somewhat nerve-wracking. I want you to know that Vandeth and I have been very careful to ensure that we grow responsibly and safely.

Flame is about giving opportunities to children of the urban poor but alongside that, this year, we have been amazed at the opportunities that have been given to Flame. We are now in partnership with a government school with almost 2,000 students – all urban poor kids, working closely with the Grade 10 to 12 students. We have done the foundational work to begin helping two local churches to reach the children and youth in their communities using Flames model. Our PATH program has grown 700% in 2023 – and we handled it well, grew safely and have had our first graduation ceremony for 83 students from our computer studies program.

So ... life is great, Flame is great and YOU are great. Thank you for walking alongside us as we walk alongside the urban poor. We are in this together.





COUNTRY DIRECTOR **Message**

Every day in my office, which I share with an afterschool center, I hear the children laughing, running, and playing joyfully with their friends during the break time. Soon, after the break I hear them reading the text written on the whiteboard as requested by their teacher. As I listen to this every day, I am very proud of them because most of them couldn't read and write properly when they come to Flame's afterschool center. Not only do I feel proud of them, I am also very grateful to you that you made this happen in the lives of children in Flame. We would like their laughter, hope, and joy to be yours also.

Thank you for walking along with us to making a huge difference in many childrens lives.

PROJECT IMPACT

EDUCATION

The Problem

Urban poor families often struggle with social issues which prevent them from lifting themselves out of poverty. Because of this, their children are forced to earn a livelihood for the family and therefore they cannot access education. This leads them to having limited opportunities to reach their potential and to develop as caring and competent leaders.

Our Solution

Education is the core of what we do. We believe that education will break the cycle of poverty and impact families, communities and ultimately, the nation.

The Education programs we run are:

- After School Centres
- PATH Youth Program
- University Scholarships
- LAMP





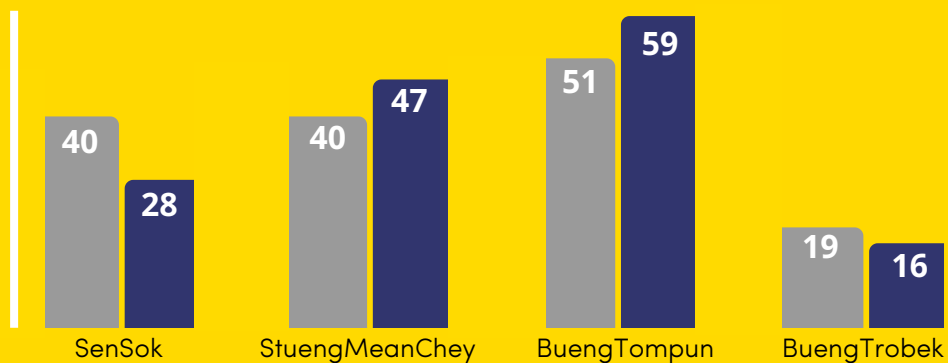
EDUCATION

AFTER SCHOOL CENTRES

Aim

Grades 1-6 children have strong skills in reading and writing and know their maths times tables.

Numbers



Boys : 150 Girls : 150 Total : 300



NISAI'S STORY



Nisai is 14 years old and a student in grade 4. He lives on a small road near our after-school center and always calls the teachers from the side on the road every time he sees them and other staff drive through. Nisai's dad is a Tuk Tuk driver and his mother works in the factory. Nisai has been studying in our center for around 1 and half years now. And here is his journey with us in his own words.

"My parents brought me to study in the center because the Flame center is free and my parents don't have any money to send me to study extra classes. Also, I would be left alone at home when my parents were at work.

First, I didn't like coming a lot. I sometimes skipped classes to sleep, to play football, play with my friends who live nearby or sometimes I just stay at home and do nothing. I just didn't like to study much, even at public school. I always played with my friends during the class and didn't listen to the teachers. I see that I have changed since I started to come to study at the Flame center. The Flame teacher always asked me if I'm ok and asked what happened to me and why I didn't come to study. It makes me feel that they really care about me and that makes me feel so happy. I start coming to the center regularly. It's been more than a year now that I love coming to the center and I love studying math here very much. Before, I got the lowest rank in my class in public school. But now I'm in the top 10 of the class. In my class, I often raise my hand when the teacher asks questions because I know more than before and I feel brave. On the other hand, my parents always motivate me to study. They always tell me to study hard and remind me to go to study every day both in public school and at the Flame center. When I grow up, I want to have a good future and have a good job."

KAO MONINEATH'S STORY



Kao Monineath is 15 years old, very gentle and kind, and works hard. During the COVID pandemic, she had to drop out of school because she needed to take care of her mom. Two years later, when her mom was better, her mom heard about Flame and bought her to study in Flame. She thinks that none of her five kids can finish school, and she wants her youngest child, Moni Neath, to have an education and a good job in the future. She studied with Flame for a little over one year, and then in December 2023, she went back to study in the public school and was put into Grade 9! Let's hear more about her amazing journey.

"When I heard my mom tell me that she wanted me to study at the Flame Center, I felt embarrassed because I couldn't read Khmer and I had dropped out of school for 2 years already, so to go back to study was hard, and I cried. My mom and I went to the center and met the Flame staff to ask for information. I felt so nervous but still didn't want to study. However, when the center leader told me that it wasn't too late to go back to school and I would never be too old to learn. I thought about that a lot, and I decided to join one day later. I started to like studying here because the teachers are so nice to me and I have a lot of friends here. I also enjoy playing with them a lot. Now I can read and write better, which makes me so happy. While studying here, the teachers motivated me to pursue high school and told me how important it is for my future. In December, my mother and I went to ask the public school for permission for me to go back to school. I'm so excited - now I can go into grade 9."

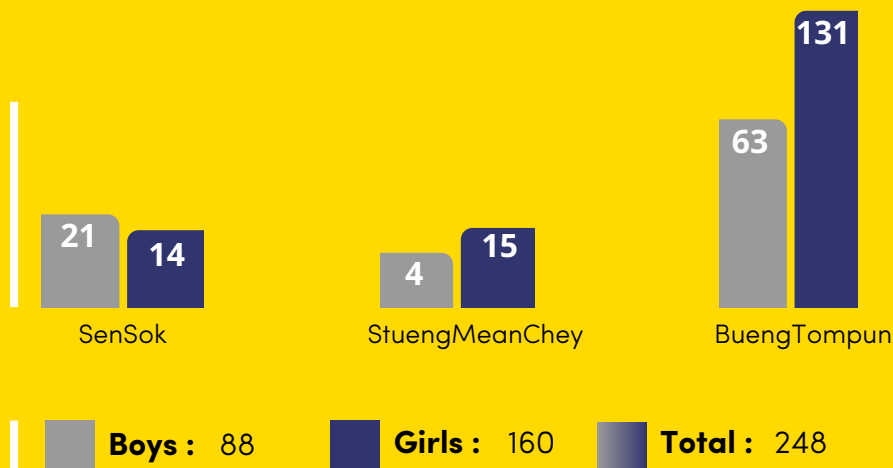
"Now I can see a good future through studying." She continued, tears running down her cheeks, "I will keep studying hard so I can get a good job and be able to earn money and pay it forward to my parents. I want to be able to buy them good food and good clothes and take them to see other places."

EDUCATION PATH

Aim

PATH is about providing teenagers with a safe place to think about their study path, their career path, their life path, their faith path. We do that by offering English and Computer classes along with Youth clubs.

Numbers



SREYDIL'S STORY



Sreydil is 16 years old and studying in grade 11. She has been in our program for 2 years now. She is a very smart student, studies very hard, and is a lovely, gentle girl. She has completed the computer class and now she's still attending English class.

Sreydil said, "Before coming to Flame, I and my siblings didn't have any extra money for us to study English and computer. My parents don't have the money to send us to study. I remember we were so happy when we first heard from our friend that there are free English and computer classes in the Flame Center and now the three of us study here in the center and we love it. To have the opportunity to study here for free helps our family a lot. Otherwise, I don't know if we would be able to study English and computer at all.

My mom and my dad work so hard for us to go to school. My dad leaves home to collect rubbish at the rubbish mountain at 8pm and comes back home at 9am. My mom often works overtime into the night and sometimes on the weekend as well. They never complain, they always tell us to study hard and stay focused on our studies. It's hard to see them working so hard but still even with that there is still not enough money for our family.

Me and my siblings are all in high school and sometimes we had to ask our teachers if we can pay less for our extra classes and tell them that our family doesn't have any money to pay. Sometimes we need to eat less to save for our extra classes. There are times that I want to help my parents to earn. However, I don't want to give up school because I believe that through education, one day, I will have a good future and a good job and then I can help myself and my parents. Moreover, I always tell myself, as long as I work hard, nothing is impossible."

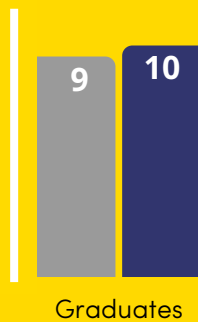
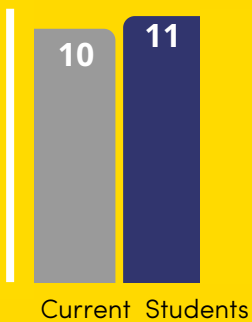
EDUCATION

UNIVERSITY SCHOLARSHIPS

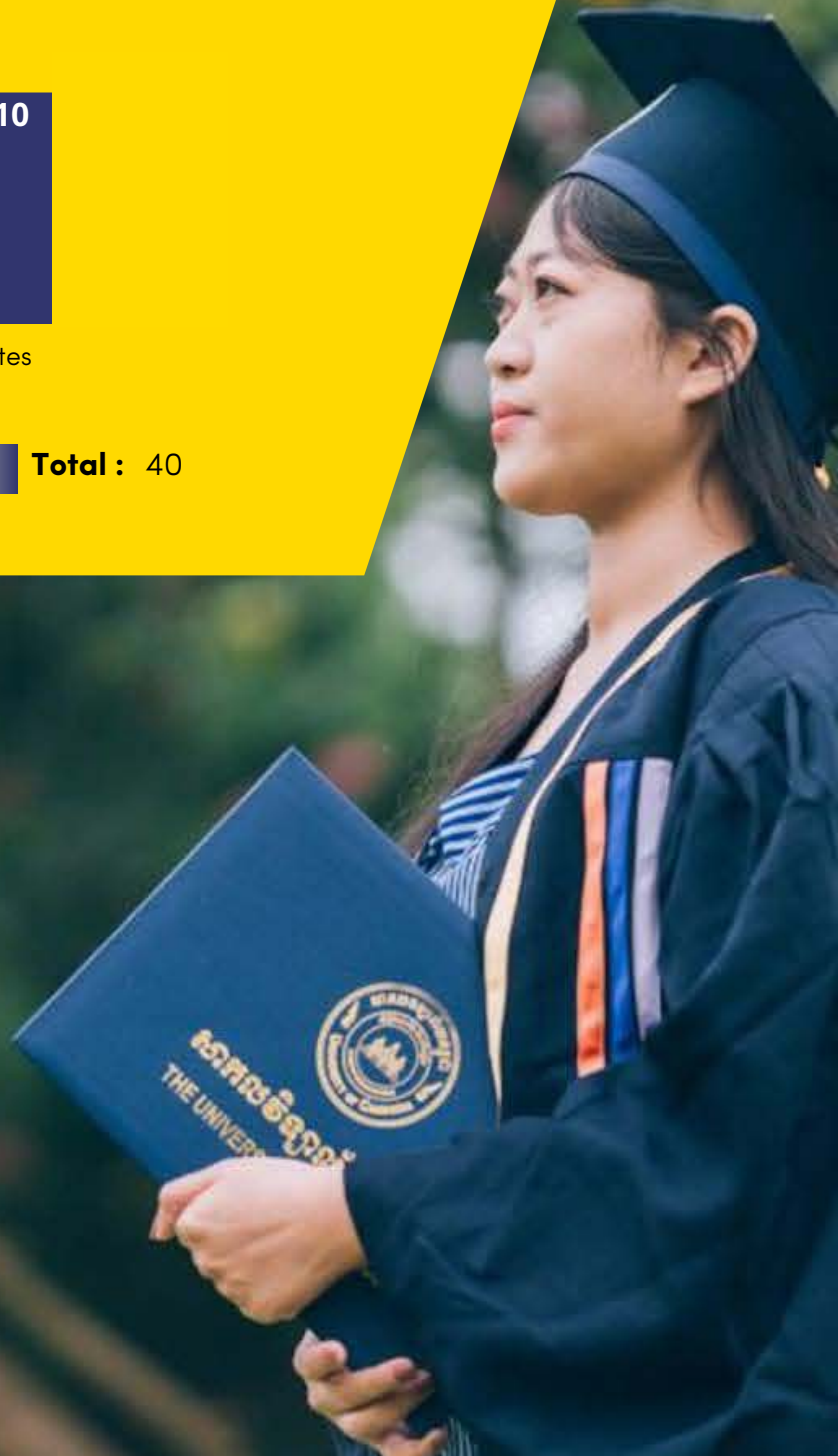
Aim

Flame provides students of the urban poor who pass their grade 12 exam the opportunity of university study, something that is way beyond their family's dream for them. During their years of university, we train them in leadership skills and encourage them to begin to pay-it-forward in their families and communities.

Numbers



Boys : 19 **Females : 21** **Total : 40**



Vanna's STORY



Vanna has completed his thesis and has passed his state exam. He is currently working in an insurance company in the position of Underwriting. Because he is growing in his leadership from what he learnt in the John Maxwell “Lead Today” program, he was promoted to lead 15 university students. After he finished the LAMP program in 2023 he has been providing personal financial management training to the people in his village with the information he learned from Flame on this topic. In his personal time, he has joined a men’s group with Flame’s Country Director for one hour each week. He wants to gain more knowledge to help him with his leadership.

His next plan is to save money to run a small coffee shop in the province because he already has a small piece of family land that is suitable to do it. Another plan is to continue his study and get a masters degree in business.

“Being a leader is difficult; I must take care of the people I lead and develop new ways to help them improve. But I've grown a lot as a result of that, and I intend to continue doing it. What I learned in the classes I attended was beneficial to me, but it would be pointless if I did not share what I learned. So, I recently taught students about the project I learned (personal financial management). I continue to teach the Bible, express my love, and explain what I can do to help. I am really happy with what I am doing but would be happier if I had the opportunity to be a part of the capacity building of my community's children and youth.”

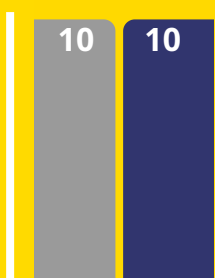
EDUCATION

LAMP

Aim

To provide opportunities for young leaders to learn skills and practice being leaders in a safe and supportive environment.

Numbers



LAMP Students

Males : 10

Females : 10

Total : 20

2023 Subjects

IDENTITY

- Personality styles
- Core values
- Birth order
- Life timeline
- Educational opportunities

PERSONAL FINANCIAL MANAGEMENT

1. Making a budget
2. Debt vs equity
3. Danger of debt
4. Savings planning



Kongleng's STORY



By the time a Flame student gets to LAMP (Leadership And Mentoring Program) we want to see them thriving and confident. Telling their own story is one way we see impact in the LAMP students. One of those students is Chhun Kong-leng and here is her story in her own words, unedited.

"I was overjoyed at the prospect of attending LAMP. Despite the fact that my schedule did not permit it, I made every effort to complete the course successfully. I actively responded and expressed interest in each module. Throughout the course, I have learned to identify my own strengths and weaknesses, to observe others, to have the confidence to show others who I am, and to see things positively. The 360 feedback and the Johari window was one of the modules I liked the most. Because of what I just said, my attitude toward the people around me has shifted. I began to recall how my parents compared me to other children; they wanted to see me grow as well as they could, they didn't mean to hurt my feelings. In addition, I learn the legacy lesson which helps me to be able to accept the way my parents are and let go of the negative aspects of myself in order to develop the positive aspects. Especially, I can use the 10 statements to better my daily life by correcting my mistakes and I have the confidence to teach young people to understand their identity more clearly.

Currently, I am sharing what I have learned with one of my friends at the university. Knowing my internal and external identity will help me perform well in school, at work, and throughout my life."

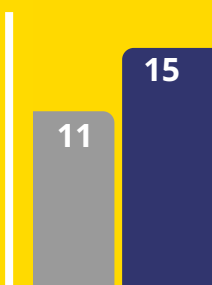
EDUCATION

TEACHER TRAINING

Aim

To train teachers in 21st century teaching methods, ensuring they know their identity as teachers, thereby improving the quality of education that Flame's students will receive.

Numbers



Teachers

Curriculum

- Identity of the Teacher
- Pedagogic and Learning
- Psychology and Communication
- Teaching Methodology

Males :11

Females: 15

Total : 26



Sreymeas STORY



"I joined Flame's teacher training program with Jesper and it's just the best thing that happened! It's such a valuable eye-opening experience that changed how I look at learning and teaching. After joining the training, I have learned to teach by using modern methods, which help the students learn best and also create a healthy learning environment for students. This has a powerful influence on the students learning and development in the short and long-run. Throughout the course I also have strengthened my ability in analysis, reflection, and critical thinking. Now, I am one of the trainers in the 4th cohort of teacher training and I am helping other teachers acquire these skills. I'm really grateful, it's such a great program to be a part of. I strongly believe that this will have a great impact on the students in Flame and in Cambodia, enabling them to be able to reach their highest potential through access to a good education. Recently, I enrolled in my master's degree in education at a government university in order to extend my knowledge in the field and to be able to give it back to the community and my country. I want to see the younger generation thrive in education."

Flame thanks Jesper Hansen for his passion and commitment over the last four years in delivering this training and developing our teachers.

PROJECT IMPACT

COMMUNITY ENGAGEMENT

The Problem

To work with a child, we must work alongside the family also. If a child does not have the support and encouragement of their family, success in education will be thwarted.

Our Solution

Research shows that the biggest reason for success of urban poor children in education is that their parents support and encourage them. Flame trains parents in the same life skill topics that we train their children.

The Community Engagement programs we run are:

- Family Support
- Mobile Medical

2 new projects were researched and will begin in 2024





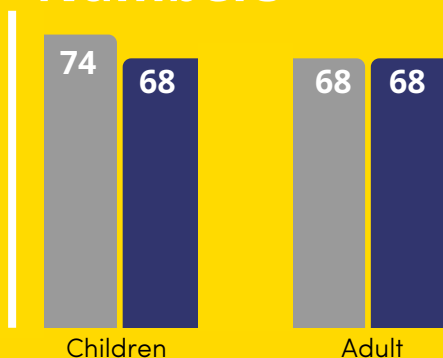
COMMUNITY ENGAGEMENT

FAMILY SUPPORT

Aim

To provide identified families with the support they need that will give the time and space for their children to engage in education.

Numbers



Children

Adult

Males : 142

Females : 136

Total : 278



SREYPICH'S FATHER'S STORY



Kin Phrouen is Sreypich's father. Sreypich has been studying with us for 3 years now. Srey Pich's family lives under the same roof with 3 other families and they have 13 people in the house. Phrouen is 48 years old and he washes motorbikes in front of his house to earn money. His wife is a housewife. Before this job, Phrouen and his wife had a job for many years in the province and had to leave Sreypich with her grandma and aunties in the city. They could only come to see her once or twice a month. These are his words and his wish for Sreypich.

"Three years ago, I heard about the Flame center from my nephew who went to study there. I brought Sreypich to the Flame center 2 days after that. Before she came here, she couldn't write and read properly and me, as her father, I always wanted to help her but I can't because I can't read, write and do math myself. I'm so glad about the decision to bring her here. She has improved a lot, her writing, reading and also now I can see she is a brave and confident girl.

I feel like the Flame teachers are like second parents to my daughter. They give love and care for her and also want the best for her. On the day of giving stationery and uniforms, I felt hope when I heard the Country Director said that, 'If you want to study and finish your school, we will always be with you'. As her father, I don't want her to be like me. I can't have a good job and I have to work so hard but earn such a small amount of money. All I want is to see her have a good future, have a good job and find her own happiness when she grows up. It is all I ask for. And I do believe that through education and hard work, that will bring my daughter to be there"

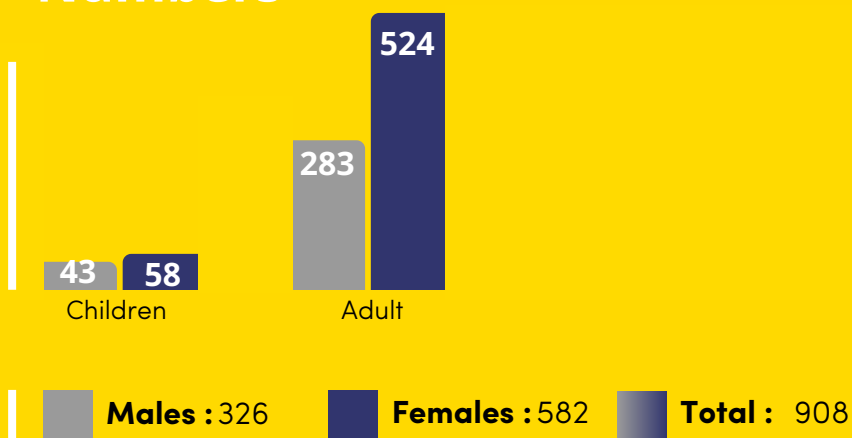
COMMUNITY ENGAGEMENT

MOBILE MEDICAL

Aim

To provide free basic health checks in identified urban poor communities and assistance for them to get to local health providers for any serious health issues. Also to provide training in health and hygiene which assists in lifting the standard of health in that area.

Numbers



Pun Ngart's STORY



Pun Ngart is 66 years old and lives in a slum called Bong Trabek. She lives with her children and takes care of her grandchildren at home.

She says, "As I get older, I need to take medication every day for high blood pressure. I was so glad when the Flame doctor and his team came to do health checks and provided us with free medicine. Nowadays, I don't have to spend as much on medicine because I receive it from Flame's Mobile Medical team. I haven't needed to go to the other doctor as much these days so this has helped me to save a lot of money for my family."

In the past, the children in my community often got sick and lacked good hygiene. However, when the doctor came, he explained and advised us a lot. I have gained knowledge about taking care of my grandchildren, preparing them for school, and I always take them to school and bring them back." She concluded by saying, "I still wish to see my community understand more about healthcare so that everyone can live happily with their family and be healthy."

VISITORS

While we are very focused on influencing and bringing positive change in the lives of the students we work with in Cambodia, we also hear of many stories of impact in the lives of people who are donors and who visit us.

In 2023 Flame hosted a group of 29 Year 12 students and 5 teachers from St Pauls Collegiate in Hamilton, New Zealand.

This year one of those students, Rosie, expressed her thoughts on how the 15 days she spent with Flame has impacted her.



Rosie's STORY



"The hardest part about the trip for me was probably the knowledge that the innocence and joyful naivety these kids possessed would likely be soon taken away by the harsh reality of their futures, not through any fault of their own, but what had been unfairly handed to them at birth. I just hoped that they would take advantage of Flame's program and make a better life for themselves.

Between cleaning, painting and refurbishing a classroom, teaching in the centres and our nightly football games, I began to fall in love with the Cambodian children, their tight hugs, laughter and almost tearful goodbyes as we left the centres each day, things I will never forget.

I can't speak for everyone else but I most definitely have a new appreciation for teachers, controlling a class of sometimes 60 students was difficult to say the least, but the utter joy and gratitude on the kid's faces made any amount of exhaustion on my part worth it.

As serious as this all sounds, we did also have a huge amount of fun experiencing the rich and colourful Cambodian culture, at various markets, restaurants, and tourist spots.

I can't say I won't take anything for granted ever again because that wouldn't be true, but I know I will often be reminded of all I did and saw and the people I did it with in Cambodia and I will always be grateful for that reminder for it will help me to put things in perspective and be a more gracious and giving person."

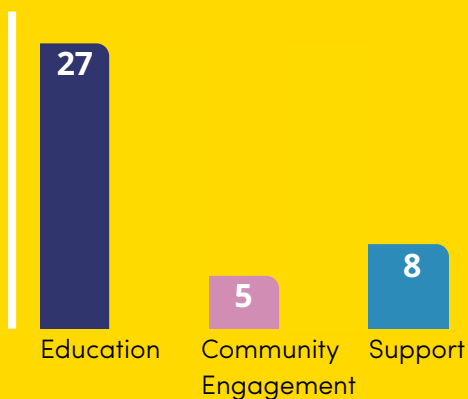
OUR TEAM

The number of Flame staff grew slightly in 2023 to cover the growth in the numbers of children and youth in Flame's programs. 38 of the 40 staff are Cambodians. The remaining two are expatriates who volunteered with Flame in 2023, both of them in full time roles.

Flame's board, based in New Zealand, has four members but will grow to six in 2024. They provide support and governance.

The team is completed by you, our donors and partners. Our thanks goes to all the worldwide volunteers who fundraise, support and promote Flame. You are all a vital part of Team Flame

Numbers



Full time	29
Part time	9
Board	4
Volunteer	2



THANK YOU

All these stories of
impact, plus many
more, were only
possible because
of your support

Samrach today - a LAMP graduate and Flame teacher



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