

ANNUAL REPORT 2023

**BUDDHISM FOR SOCIAL
DEVELOPMENT ACTION**



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ABOUT BSDA

BSDA is a Cambodian non-profit NGO, founded in 2005 by seven Buddhist monks. After being criticized by the community for only teaching, but not practicing selflessness, the monks came into action, offering education to vulnerable community members. They provided support, where it was needed the most, financing their work privately during the first three years. Then, their hard work was recognized and international donors started to support them. Nowadays, BSDA runs a broad variety of projects, all of which focus on empowering vulnerable people and promoting compassionate engagement in social and economic development to eradicate avoidable suffering based on the principles of Mettā. The programs include education and vocational training, good governance and Social Enterprise programs. Beneficiaries are encouraged to participate and contribute to create a sustainable peer support system, continuing to offer support even after the programs end. Even though, BSDA follows Buddhist principles, other religions are welcome in the organization. There is no discrimination when it comes to hiring new staff or supporting beneficiaries, accepting everyone regardless their religion, ethnicity, gender identity or sexual orientation

VISION

BSDA envisions a society where everyone is empowered to live independently and to have livelihood security.

MISSION

BSDA's mission is to sustainably empower and enhance the quality of life of vulnerable people, especially women, children and youth, through education, health and livelihood development initiatives; in partnership with others.

VALUES

Rooted in the Buddhist teachings of Mettā practice, BSDA adheres to and promotes the following values:

- **Serving the poor:** improving the livelihoods of poor families
- **Unity:** Building trust, honesty and respect for each other as a family.
- **Democratic Approach:** Promoting collective voice from community members, stakeholders and all levels of staff and engaging them in decision-making processes.
- **Collaboration:** Working together and in partnership with others whenever possible, to maximize our impact.
- **Integrity and Accountability:** In the management and use of aid; being accountable and transparent to communities, donors, and stakeholder.

STRATEGY DIRECTION

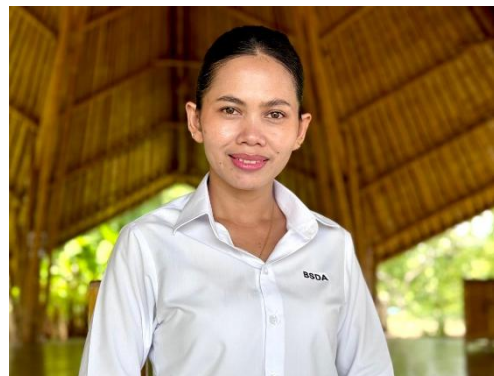
Develop cross-cutting programs, that contribute to livelihood security, especially for women, young people and vulnerable groups. Grow social enterprise to address the needs of youth and potential migrants, and provide income to help BSDA become more sustainable. Strengthen monitoring, evaluating and learning systems to demonstrate impact. Develop and implement a funding strategy to support sustainable impact. Strengthen organizational capacity to support program quality and learning.

INTRODUCTION LETTERS

LETTER FROM: CHHON SRORS, EXECUTIVE DIRECTOR

Dear friends and supporters,

Having overcome the Covid-19 outbreak in late 2021, our organization faced many obstacles on the way of growing back to its old strength. Continuing to implement running projects, wrapping up projects and preparing the implementation of future projects, while complying with government restrictions and responding to the latest developments in the community.



As the most vulnerable members of our community are also the most affected ones, our work was needed more than ever. The damage left behind became highly prominent, when the schools reopened. Many students showed large gaps in their learnings as they had no means to continue their studies during the school shut-downs, while others did not return to school as they were forced to pick up a job or get married to support their families financially. Our projects offered a variety of resources to vulnerable youths, supporting them to either continue their education or to find decent work. Other community members too were successfully supported to earn a decent livelihood in order to overcome poverty.

Both our social enterprises were able to expand this year. While the opening hours of the restaurant were extended, the resort expanded its capacity by building new family bungalows. Both allowed for more vocational students to gain hands on experience with the customers and more job positions to be offered to graduands.

LETTER FROM: KURT BREDENGER, CHAIRMAN of Board of Director



Once again, the Board of Directors is very happy to approve the annual report. This report is evidence of the persistence and willpower of everyone working at BSDA. We are very proud to see how well the organization has overcome the global pandemic and how accomplishments were made this year. Helping numerous youths and families to receive education or earn a decent livelihood, allowing them to overcome poverty. We are also very proud to see the organization

becoming more independent, expanding their social enterprises and thus being less reliant on donations. With great pleasure, we are looking forward to support BSDA in the coming years on their journey to support the most vulnerable members of our community.

Mekong Kampuchea Kids

Direct beneficiaries: 893 (427 male and 466 female)

Funder: EcoSolidar (Switzerland)

Partners: Smile School, Angkor English School, local businesses and store owners

Target Locations: Kampong Cham, Tbaung Khmum, Kampong Thom, Ratanakiri, Kratie, Mondul Kiri, Pursat and Kandal

In 2023, the Mekong Kampuchea Kids (MKK) Project continued to make a transformative impact on the lives of vulnerable youth across Cambodia. Funded by EcoSolidar Switzerland, this initiative provided access to vocational training, education, and life skills for students from 8 provinces and Phnom Penh, reaching a total of 893 direct beneficiaries.

Smile School



At the heart of the project lies the Smile School, a nurturing environment offering Technical and Vocational Education and Training (TVET) in fields such as hospitality, mechanics, electronics, and beauty. A total of 58 students, including 16 females, were enrolled in 2023—exceeding the original target of 50.

Before diving into specialized training, all students attended a preparatory class lasting one to three months. This phase focused on building foundational knowledge and essential soft skills. Afterwards, students participated in job orientation sessions, exploring career paths through hands-on visits to restaurants, repair shops, and beauty salons.



Electronics

In 2023, 10 students completed the electronics course at Smile School. They learned how to repair and maintain household electrical appliances, troubleshoot wiring systems, and understand basic circuitry. Graduates are now using their skills for self-employment or seeking work in local repair shops.

Mechanics

17 students received training in motorcycle and small engine mechanics. The program focused on hands-on repair skills, maintenance, safety practices, and customer service. Many graduates are now working in local garages or have started their own small repair services in rural areas.





Hospitality

The hospitality course trained 13 students in 2023. They developed skills in housekeeping, food service, front-desk operations, and hygiene practices. Several students found employment in hotels and restaurants in Kampong Cham and nearby provinces, often starting as interns through Smile School's partner network.

Barber

A small but focused group of 3 students trained as barbers in 2023. They gained practical experience in haircutting, shaving, and customer handling. All three are now offering their services either independently or in local barber shops, building income and confidence.



Makeup & Beauty

9 students completed the makeup and beauty course this year. The training included skincare, cosmetic application, facial massage, and salon etiquette. Most graduates have started home-based services or joined beauty salons, using their new skills to support themselves and their families.

Life Skills & Soft Skills



All students at Smile School — 58 in total in 2023 (6 only completed preparatory class) — received life skills training, including communication, time management, financial literacy, and decision-making. These soft skills play a key role in helping graduates succeed in both their personal lives and workplaces.

The school ensured that students received medical care, healthy meals, accommodation, and regular counseling. Moreover, through aftercare programs, BSDA followed up with graduates, many of whom are now employed or self-employed. Across all generations of the project, the employment rate was strong, and many students now earn between \$75 and \$400 per month, lifting themselves and their families out of poverty.

Educational Support

The MKK project also provided scholarships for school children (OVCs), supported two kindergartens, and facilitated informal education through Drop-in Centers. These centers offered traditional dance, music, English classes, and life skills—strengthening self-confidence and cultural identity.

Indoor and outdoor team-building activities, field trips, gardening, and cultural celebrations enhanced student well-being and social integration. Through its holistic approach, MKK fosters not just employability, but a strong sense of purpose, community, and personal growth.

In 2023, BSDA supported 75 scholarship students (49 females) with monthly food packages and school supplies. 15 students received bicycles, and three families were given houses. Regular home visits and school visits ensured consistent attendance and open communication with families. Most students attended school regularly, though three students left due to financial hardship.

Through the Early Childhood Care and Development (ECCD) program, 50 children (25 girls) attended two kindergartens. Students received structured daily lessons, healthy snacks, and homework support. 37 children graduated to primary school, and teachers received regular training. The program was positively evaluated by inspectors.



At the Apsara Drop-in Center, 48 students (34 girls) joined Khmer traditional dance classes. They practiced 12 traditional dances and took part in regular assessments. They performed in many dance events, gaining skills, confidence, and small incomes from their shows.



In the music program, 20 students (9 girls) learned traditional songs and instruments. Students showed high confidence and readiness to perform, leading to a few musical performances during the year.

Meanwhile, the Happy-Happy Center supported 36 students (28 girls) with extra lessons in Khmer, math, morality, English, and environmental studies. Monthly tests tracked progress, and many students improved their school performance and motivation.

BSDA also conducted home visits and school visits for students from both Drop-in Centers, helping monitor their well-being and learning progress. Follow-up visits to former students ensured continued support and child protection. Parents expressed gratitude and committed to supporting their children's education through secondary school and beyond.

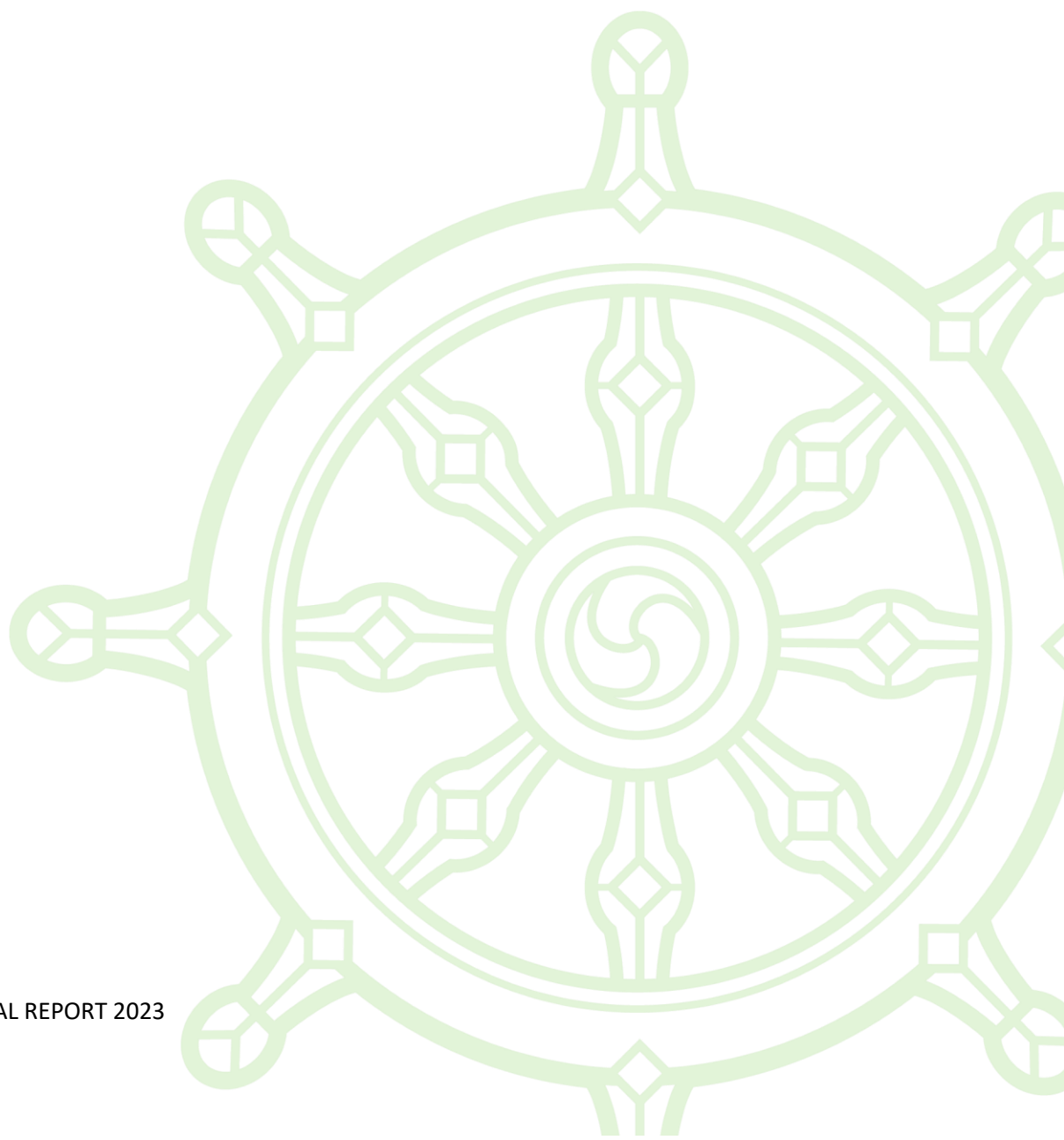




Angkor Language School welcomed 486 students (260 females) in 2023 for affordable part-time English and other language classes. The school currently runs nine classes this semester, providing students with valuable language skills to support their education and future careers.

Staff support

Staff capacity building was a key focus across BSDA projects in 2023. Weekly team meetings for MKK leaders, TVET, and Child Education staff helped keep each other updated of progress and coordinate activities. Staff participated in trainings covering taxes, customer service, leadership, business development, monitoring & evaluation, and counseling. Counseling sessions with professional psychologists helped reduce staff's stress and improved their skills in supporting students' mental well-being.



La Maison des Enfants

Direct beneficiaries: 7 students (5 female and 2 male)

Funder: La Maison des Enfants (France)

Partners: Local authorities, Smile School and health centers

Target Locations: Kampong Cham Province

The *La Maison des Enfants* project, supported by La Maison Des Enfants (France), is dedicated to the empowerment of children and young people living with HIV/AIDS. In 2023, BSDA supported 7 students (5 females) by providing them access to education, healthcare, counseling, and vocational opportunities—helping them not to let their diagnosis define their lives.



The students, aged between 15 and 24, live in Kampong Cham Province or the Smile Institute and have a wide variety of dreams: from becoming nurses and teachers to owning tailoring shops or working in hospitality. Through close collaboration with local authorities, schools, and healthcare providers, the project makes sure that each child receives the support they need.

Personal Stories

Each student in the project has a unique path. For example:

- **Chhun Yan** began in tailoring but later found her passion in hospitality at Smile School.
- **Prom Roth**, though facing learning challenges, is now training in motorbike repair.
- **Soung Sreyleak** is studying nursing while running a small online business to support herself.
- **Seourn Sophea**, a marketing student, volunteers at his university's admin office while continuing his education.
- **Sok Sambo**, a young mother, completed her hospitality training and now contributes to her family income.



Health and Care



Daily antiretroviral medication, monthly medical checkups, and regular consultations at Kampong Cham Referral Hospital ensure the students' physical well-being. The project monitors their virus loads, educates them on hygiene and nutrition, and encourages independent medication routines—five of the seven students now manage their treatment without assistance.

The project also provides hygiene materials, living stipends, school supplies, and regular health checks. Students receive monthly hygiene support, and both public school and university students receive packages that include rice, fish sauce, cooking oil, and other essentials.

With support and counseling, many students now live independently in rented rooms, take responsibility for their routines, and pursue personal development. Staff regularly conduct home visits and mentorship meetings, ensuring a balance of autonomy and guidance.

By creating a network of support tailored to each youth's needs, the *La Maison des Enfants* project offers more than care—it builds resilience, dignity, and a pathway to independence.



Financing Futures

Direct beneficiaries: 82 families

Funder: Fondazione Apsara

Partners: Community Support Volunteers, Commune Councils

Target Locations: Kampong Cham and Kampong Siem District

The *Financing Futures Project*, supported by Fondazione Apsara, supported vulnerable families in Kampong Cham and Kampong Siem districts throughout 2023. By combining financial literacy, small grants, and community-based savings structures, the project helped families not only increase their incomes but also supported them to rely on themselves or to invest in their children's education.



Over the year, BSDA supported 82 families (71 females) with grants of \$250 per household, enabling them to launch or expand small businesses such as food stalls, transportation services, or recycling. These grants came from existing community funds, circulated within Village Savings and Loan (VSL) groups, a main support for the project.

Each beneficiary joins or forms a self-help group (SHG), guided by elected Community Support Volunteers (CSVs). These groups meet regularly to:

- Discuss repayment plans
- Receive training in budgeting, marketing, and hygiene
- Support each other with advice and shared experiences



54 new beneficiaries (48 women) were selected through field assessments and community meetings.

- Regular trainings focused on practical business skills, competitor analysis, and saving habits.
- A total of 204 youth and children indirectly benefitted through improved family incomes and school attendance support.
- CSVs held monthly group meetings to address challenges, encourage participation, and strengthen local leadership.

Since many participants are unable to read or write, training was delivered using real-life demonstrations and role plays. Post-training evaluations showed that 80–87% of participants improved their knowledge of business skills.

Collaboration

The project was implemented in close cooperation with:

- Commune chiefs and village leaders
- The Department of Commerce
- Other BSDA programs like *Mekong Kampuchea Kids (MKK)*



New beneficiaries in 2024 will be supported by repayments from earlier participants. The project also promoted Facebook and Telegram groups for CSVs to stay connected and access shared resources.

Key Outcomes

- More than 70% of families expanded their businesses within 3 months of receiving support.
- Families reported higher monthly incomes, better living conditions, and reduced dependence on external aid.
- Importantly, many were able to send their children to school more consistently.



Chicken Raising Project

Direct beneficiaries: 56 families

Funder: GlobeMed at USC

Partners: Community Savings Groups, Commune and Village Authorities

Target Locations: Tboung Khmum Province

In 2023, the *Chicken Raising Project*, funded by GlobeMed at USC, continued its mission to support the most vulnerable families in Tboung Khmum Province—specifically people living with HIV (PLHIV) and orphaned and vulnerable children (OVCs). A total of 56 families (40 females) received technical, social, and economic assistance to raise chickens as a sustainable source of income

Direct and Indirect Reach

- 51 families (36 female heads of household) were PLHIV
- 5 families cared for OVCs
- 113 individuals (73 females) from Village Savings and Loan (VSL) groups benefited indirectly from project activities



These families were supported not only with technical training but also with saving books, materials for note-taking, and monthly group meetings facilitated by Community Support Volunteers (CSVs).

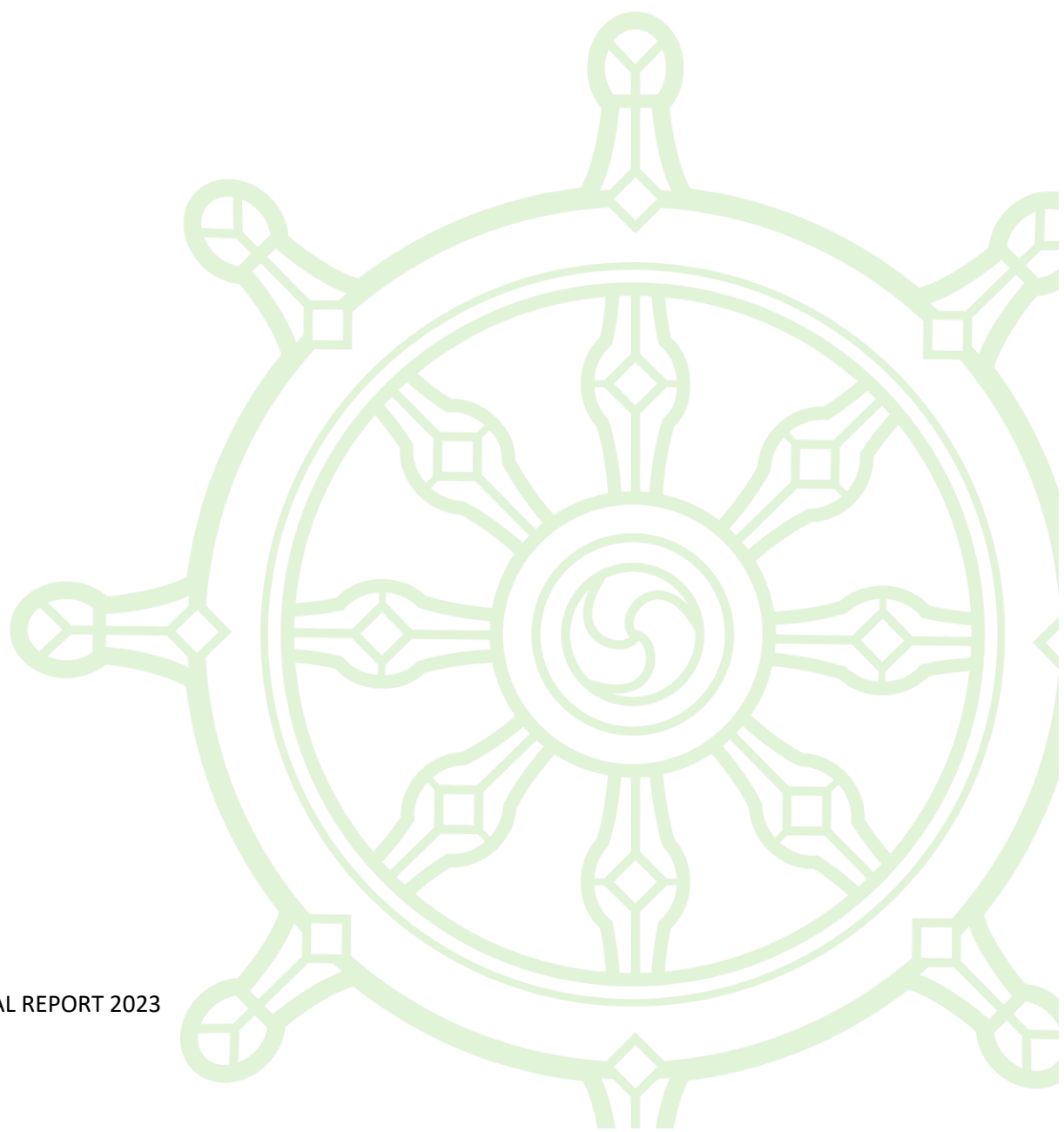
The project focuses on chicken raising techniques and veterinary care. The VSL leaders and CSVs are also provided with leadership training. To handle their money better self-help groups should help the families by learning budgeting and saving mechanisms. BSDA conducts motivational meetings to boost the income generation and child education.

Results and Challenges

The chicken raising model proved effective in enhancing income, especially for women-headed households. However, the project encountered some challenges:

- Lack of budget delayed trainings and market access support
- Migration of some families for work made follow-up and group saving more difficult
- Limited funds for vaccination and veterinary services, although training was given on budgeting for these needs

Despite these barriers, BSDA staff and CSVs provided close mentorship, creating communication networks via Telegram and Facebook to maintain strong links between group members and support local leadership



Implementation of Social Accountability for Better Public Service Delivery (I-SAF)

Direct beneficiaries: 2,100+ schools, 1094 youths, 145 schools

Funder: World Vision Cambodia, World Bank

Partners: Citizen Accountability Facilitators, local officials

Target Locations: Kampong Cham Province

With support from World Vision International–Cambodia and the World Bank, BSDA The ISAF project aims to enhance the quality, transparency, and accountability of public service delivery by fostering stronger engagement between citizens and local service providers. BSDA implemented this project in close collaboration with the National Committee for Sub-National Democratic Development (NCDD), local authorities, and civil society actors, focusing on four interconnected components: access to information, citizen monitoring, joint accountability, and capacity building.

1. Promoting Transparency and Access to Information



To empower citizens with knowledge about public services and their rights, BSDA supported the validation of Information for Citizens (I4C) data across 4 districts, 38 communes, 21 health centers, and 145 primary schools. This process engaged district working groups, service providers, and Community Accountability Facilitators (CAFs). A total of 251 service providers, 73 CAFs, and 8 district I-SAF working group members (including 5 women) ensured data accuracy within the NCDD system.

Through I4C awareness-raising sessions and budget transparency meetings, over 2,100 citizens—including youth, ID poor households, and persons with disabilities—gained access to clear information about service standards, performance, and budgeting. Additionally, mobile kiosks were deployed across target communes, reaching 1,360 citizens with announcements on key public services, including education, healthcare, food security, and Covid-19 vaccination.

Home visits to 490 ID poor families helped raise awareness and collect citizen feedback. Participants also received basic hygiene and food support.

2. Enabling Citizen Monitoring and Feedback

The project trained 135 CAFs in I-SAF's core principles and later delivered advanced training on citizen monitoring tools such as the Community Score Card (CSC) and Self-Assessment (SA). These methods allowed citizens to assess service delivery performance and share their concerns directly with service providers.

BSDA facilitated 233 CSC meetings involving 5,347 citizens—including 927 youth, 833 ID poor citizens, and 21 persons with disabilities. Issues raised included inadequate learning materials, poor communication by staff, and ID poor registration challenges. Simultaneously, 169 SA meetings were held with 1,147 service providers to evaluate service quality against national standards.

Pre-meetings and preparation sessions ensured CAFs were equipped to manage interface activities, which resulted in 179 single-sector and 38 multi-sector interface meetings. These provided structured platforms for dialogue between citizens and service providers, paving the way for concrete accountability actions.



3. Implementing Joint Accountability Action Plans (JAAPs)



A total of 1,224 Joint Accountability Action Plans (JAAPs) were created—816 based on internal resources and 408 requiring external support. BSDA formed 38 commune-level JAAP Committees (JAAP-Cs), composed of CAFs, commune officials, and service providers. These committees are responsible for tracking and reporting the progress of JAAP implementation.

Follow-up meetings in Chol Kiri and Baribour districts reviewed the implementation of 115 internally supported and 69 externally supported

JAAP activities. Approximately 85% of internally resourced actions were completed, while 45% of those requiring external support were successfully implemented.

BSDA also worked with local authorities to integrate JAAPs into Commune Investment Plans (CIP) and District Investment Workshops (DIW), ensuring long-term institutional ownership. A total of 408 JAAPs were included in the 2024 CIP process across 38 communes.

4. Strengthening Capacity and Community Structures

Three core training modules were delivered to CAFs, enhancing their capacity to conduct citizen monitoring and facilitate accountability mechanisms. Pre- and post-training assessments showed significant improvements in knowledge (e.g., 86% in I4C concepts, 90% in CSC/SA methods).

BSDA also led the formation of CAF networks at both the district and provincial levels. A provincial CAF leader network of five members was established and formally recognized by the provincial governor. Four district-level networks were also formed and supported through training in M&E, financial management, facilitation, and documentation. A CAF manual and bylaw were developed in consultation with members and in alignment with WVI-C standards.



Forums brought together 292 stakeholders (including 239 CAFs, 38 service providers, and 15 NGO partners) to share learning, present project progress, and coordinate joint efforts.

BSDA established citizen feedback mechanisms in six communes using anonymous complaint boxes. A total of 82 letters were received—45 regarding service providers and 37 concerning the performance of CAFs or project teams. Forty issues were resolved through meetings with commune councils and service providers, while the remaining complaints will be addressed in future follow-ups. CAFs played a key role in mediating between the supply and demand sides.



The project faced several challenges:

- Limited time from provincial I-SAF focal persons.
- Budget coding confusion delayed allocations in some communes.
- New CAFs initially lacked experience and required intensive support.
- Some service providers were preoccupied with core duties and less engaged.
- Financial constraints limited capacity-building for network leaders.

CO-**SAVED** Project

(Consortium for Sustainable Alternative and Voice for Equitable Development)

Direct beneficiaries: 10.087 students (5192 male and 4895 female)

Funder: EU via AEA

Partners: KAPE, Bondos Komar, PoE/DoE, DTMT, community councils

Target Locations: Koh Kong Province

Funded by the European Union through AEA, the CO-**SAVED** Project is a collaborative effort led by BSDA in partnership with KAPE and Bondos Komar, implemented in the coastal districts of Srae Ambel, Botum Sakor, and Kiri Sakor in Koh Kong Province. The project targets vulnerable children and youth with the goal of enhancing educational access, quality learning, child rights, and school environments.



By the end of 2023, BSDA had worked with 65 primary schools, directly supporting 10,087 students (4,895 girls). Since 2021, 5,275 out-of-school children (OOSC) have re-entered formal education through this project.



Key Achievements in 2023

1. **Remedial Education:**
 - 30 remedial teachers trained
 - 621 students (259 girls) supported through tailored catch-up sessions
 - Diagnostic tools used to identify slow learners and support them individually
2. **Scholarship and In-Kind Support:**
 - 424 students (216 girls) received scholarships (uniforms, backpacks, notebooks)
 - 589 students (280 girls) received additional in-kind learning materials
3. **School Infrastructure:**
 - Plans to construct 9 new classrooms (postponed to 2024)
 - 32 handwashing stations installed across 16 schools
 - 24 schools received grants to improve hygiene and facilities
4. **Capacity Building:**
 - Teachers trained in life skills and e-learning platforms
 - School directors trained in financial management and grant procedures
 - 51 schools developed and implemented school improvement plans
5. **Child-Friendly Schools & Early Learning:**
 - Assessments in 27 schools supported by DTMT
 - Parent groups trained on child rights and maternal health (133 parents reached)

BSDA worked in close coordination with:

- Provincial and District Education Offices (PoE, DoEs)
- Commune councils, village leaders, and local authorities
- Parents' groups, school committees, and NGOs
- Community Support Volunteers (CSVs) and teacher networks



Challenges

- Budget constraints delayed new classroom construction
- Some schools lacked clear understanding of assessment tools
- Remedial class allowances were too low to retain some teachers

Despite challenges, the CO-SEAED project made significant strides toward a more inclusive, equitable, and resilient education system in rural Cambodia.

Strengthening CBOs/CSOs/NGOs' Financial Viability Project (SNFVP)

Direct beneficiaries: 59 NGO members

Funder: UNDP, Embassy of Japan via CCC

Partners: CCC, local NGOs, sub sector groups

Target Locations: Kampong Cham Province

In 2023, BSDA implemented the SNFVP project in Kampong Cham Province, with funding from UNDP, the Embassy of Japan, and support from the Cooperation Committee for Cambodia (CCC). The aim was to build financial resilience and sustainability among local community-based organizations (CBOs), civil society organizations (CSOs), and non-governmental organizations (NGOs).



Many local organizations in Cambodia face severe funding shortages, leading to reduced programming, staff layoffs, or complete closure. Others struggle with communication, branding, and engagement with stakeholders or donors. The SNFVP initiative directly tackled these gaps through intensive capacity building, coaching, and networking.

11 Core Action Plans Completed

Throughout 2023, the project achieved the following:

1. Held a launching workshop to mobilize stakeholders
2. Formed a Resource Mobilization Committee (RMC) within the Kampong Cham NGO Network
3. Supported the creation and distribution of organizational profiles
4. Facilitated access to funding opportunities
- 5–7. Delivered three rounds of capacity-building trainings based on needs (e.g., leadership, financial policies, donor communication)
5. Provided mentorship and coaching for network members
6. Enabled joint resource mobilization initiatives
7. Documented a case study/success story
8. Conducted a final reflection workshop with 59 participants



The workshops focus on the following factors

- Team Building & Mindful Leadership
- Policy Development for NGOs
- Report Writing and Financial Management
- Sustainable Organizational Management
- Advocacy, Digital Engagement, and Safe Migration

Key Achievements



- NGO Network Profile and Contact Lists created and updated
- Telegram and Facebook platforms used for information sharing
- 36 NGO representatives attended a case study event, inspiring returnees like Mr. Hem Seang Bunnary, who re-entered the NGO field after 14 years
- 5 functional sub-sector groups formed: Education, Health, Inclusive Development, Agriculture, and Good Governance

Within this project the following lessons were learned.

1. Local NGOs deeply value capacity-building opportunities
2. Peer-to-peer collaboration fostered trust and knowledge exchange
3. Internal capacity now exists to design proposals and manage grants
4. The network's collaboration with government is growing stronger
5. Participants called for continued support and long-term partnership

DONORS

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