



ANNUAL REPORT 2012 – 2013

REPORT FROM THE CHAIR

The HOPE for Cambodian Children Foundation (HOPE) was established in 2005 as the first and only overseas initiative of the AIDS Trust of Australia. The aim was to work with children and families affected by the HIV pandemic in one specific rural region of Cambodia, the Battambang Province of Cambodia. The Foundation purchased land and built a Centre with funds raised through the AIDS Trust and individual fundraising initiatives in Australia.

The Foundation is registered with the Ministry of Foreign Affairs of the Royal Cambodian Government as an international non-government organization. It currently has Memoranda of Understanding with the Cambodian Ministry of Social Affairs and with the Cambodian Community Development Council (CDC).

In Australia, the organisation is a incorporated entity (registered in Tasmania), is registered with the Department of Foreign Affairs, and is an approved Deductible Gift Recipient and holds a charitable taxation exemption with the Australian Taxation office.

HOPE is governed by a Board of Directors in Australia, advised by a Cambodian Advisory Committee. All members of the Cambodian Advisory Committee are Cambodian citizens and all are prominent members of the community in Battambang. There is an MOU between the HOPE Board and the Cambodian Advisory Committee.

BACKGROUND

The Foundation has learnt a great deal during its eight years in Cambodia about working in a developing country that has been ravaged by civil war and is coping with the HIV/AIDS pandemic.

It began its work with great drive and motivation to care for orphaned children. As time passed and the organisation's knowledge base and understanding of its mission developed, it came to recognise its extremely challenging environment and the many competing and competitive motives driving people working in Cambodia.

The Cambodian people remain the Foundation's inspiration. The Buddhist religion and culture, strong connection to the land, and an attitude of equanimity has enabled the Cambodian people to survive and now to fight to rebuild their families and their country. We are privileged to be able to assist them in this struggle. It is interesting to now be watching the emergence of a middle class in Cambodia. This group will have a significant impact on the future development of the country.

In its continuing work with and for Cambodian families, some issues take on special significance from time to time. In this Report, I wish to comment on some of these key issues facing the Foundation.

STAFFING AND MANAGEMENT

In Cambodia, the Foundation employs an Australian Director, Mr Peter Butler, who returned to the Centre in October 2012 as Director. Peter was thoroughly associated with the staff and children at the Centre, having spent considerable time there in the past as a volunteer worker and senior staff member. He is a great asset to the Foundation's work in Cambodia. The Centre is going from strength to strength under his leadership.

The Foundation employs 30 Cambodian staff in Battambang. The organisation's policy of recruiting young Cambodian staff and providing appropriate, professional staff training, mentoring, supervision and management to increase their skills and professionalism has proved to be a very successful approach to staff development and retention. We now have a very stable team of young Cambodian professionals working at the Centre in Battambang.

However, during the year a number of the staff were approached by other organisations and offered significantly higher salaries as an incentive to move. We have therefore had a higher than usual staff turnover this year, with three of our senior staff moving to other NGOs. The Foundation recognises that this is an inevitable outcome of its approach to staffing. On a positive note, all the staff that have left the Foundation's employ have gone on to work with other NGOs, with the result that our investment in their training and development has not been lost but has been contributed to the growing child welfare sector in Cambodia.

During the year the long-term volunteers, Erwin Liban and Romel Flores returned to Philippines after working with us for over 5 years. Erwin & Romel made an enormous contribution to the Centre and were instrumental in the development of the professional staff team we have at the Centre. On behalf of the Foundation, I thank them for their many years of contribution to our work, and wish them well in their future endeavours.

DEINSTITUTIONALISATION

There is no social security system or welfare safety net in Cambodia. This distortion has in part been responsible for the mushrooming growth of orphanages over the past twenty years or so.

The development of institutional orphanages of the type phased out throughout Australia in the nineteen-seventies onwards has coincided with the long-term retention of power in Cambodia by a government that is corrupt and in the main is controlled by men who are very powerful and growing more so. In this environment, it is particularly woman and children who suffer. They bear the impact of the war and it is they who most suffer from the impact of the AIDS pandemic.

When the Foundation started its work in this environment, it began as a group of very dedicated, idealistic, committed and energetic people. Like so many other groups of Australian people who started work in Cambodia, some of us have been bruised and battered.

However, as was essential if we were to come to manage the Cambodian situation appropriately and to the benefit of Cambodian children and their families, we have learnt. We have changed the way we think and the way we operate. What has not changed is our commitment and connection to the people with whom we work.

The social circumstances of the local community and the policy mix of the United Nations Organisations and large non-government organisations came to lack any comfortable alignment. Cambodian Government agencies attempted to respond to the needs/wants of their community and to work with the international sector in relation to policies and programs for the future. This was a delicate balance to achieve.

The growth of orphanages in Cambodia alarmed both government and NGOs. It was a direct result of families struggling to rear their children, obtain education for their children, work fulltime and deal with significant social and health circumstances. It had become common practice for families to have their children admitted to orphanages. Under Cambodian law, at the point of admittance the admitting organisation accepts legal and therefore financial responsibility for the child until they are voluntarily “signed out” by themselves if over eighteen years of age or by their parents if under eighteen.

Living in an orphanage ensured that a child received a better quality of life than could be provided for by the family, as well as an education that could not be provided by or be available to the family. The children received health and dental care in a society where health services were too expensive for families to afford.

Whilst the children lived in orphanages, families (and particularly women) were able to work fulltime. There are no maternal health services or childcare services in Cambodia and no financial support for education. For a single woman with little or no family support, having her children live in an orphanage meant she did not have to provide for daily costs, the expenses of education or health services. Women could work knowing that their children were being cared for. Children could return to their families during the many holidays and religious festivals. The family and community connection remained strong.

Some of the children do not cope with separation from their families and are traumatised by the experience. This separation anxiety is often minimised by the fact that children are usually placed with their siblings. Family planning is not actively practiced in Cambodia, and as a result families consist of large numbers of children. The relationship between siblings is critical for the family and often lessens the emotional hardships experienced by children placed in alternative care.

It was within that context of rapidly evolving social and policy change at Cambodian government, NGO and international agency level that the Foundation decided to transfer its emphasis over time away from the relatively short-term, immediate response of providing for an ever-increasing number of children living in so-called orphanages, to a longer-term response of providing on-going support to children reintegrated into their families and communities.

RE INTEGRATION PROGRAM

The Foundation continues to implement its policy of reintegrating children into the community. During the past year, twelve children have left the residential care Centre and have returned to live with relatives in the community. Children have gone to live with aunts and uncles, older siblings, grandparents and, in two cases, with a surviving parent. The children either attend school in their local community or have acquired jobs through family contacts.

In pursuing reintegration, the HOPE social work staff work in conjunction with staff from the provincial office of the Department of Social, Veterans and Youth Affairs (DOSVY). A final reintegration visit to the children and their families is conducted in association with staff

from DOSVY. Following that visit, the children are formally discharged from the Centre and all required paperwork is submitted by HOPE to DOSVY.

The HOPE social workers, however, continue their active support of the reintegrated children and their families through the HOPE Outreach Program. The children are visited each month and are provided with money, goods and equipment to ensure that they continue to attend school and maintain a good quality of life in the community.

A significant number of the reintegrated children have returned to the care of their grandparents. In many cases, these people are much older members of the community. They have health issues of their own and very little income. Providing care to their grandchildren puts great strain on them financially and sometimes compromises their health. HOPE provides money for education expenses, rice, clothes; vegetable plants, seeds and fruit trees. Where required, HOPE also provides money and assistance with transport to facilitate the provision of health care for the grandparents.

The Foundation is currently examining ways to support caregivers whilst ensuring that the children remain in their care.

DIVERSIFICATION OF HOPE PROGRAMS

During the past year, the Foundation has continued to diversify its programs. It no longer uses the term “orphanage” with its connotations of impersonal institutional care. It offers its services from a residential Centre and focuses on running the programs in small family based units with emphasis on education and sporting programs. It has continued to develop a dance and music program. The residential program will continue to operate with a much-reduced number of children, and with an explicit aim that the residential component of the programs offered will become smaller in the future.

The Centre has a strict policy on admission. It positively discriminates in favour of children who are HIV+. Only children who are actually orphans or who are at risk of physical, sexual abuse or at risk of abandonment can be admitted to the residential service. Any child admitted to the program has a case plan and is part of an active and inclusive case management process whilst they live in the Centre.

There have been no children admitted to the HOPE residential care program at the Centre during the last year.

MANAGEMENT OF RISK

Many Cambodian parents and other well-meaning people who become actively involved in setting up residential care and other programs providing support to children do not always understand the potential dangers associated with care of children.

These dangers involve the real danger of physical and sexual abuse within institutions, possible abuse by staff and abuse between the children in the program or institution. There is also the risk of loss/diversion of funds by staff. These dangers are always present and policies and practices have to be developed to prevent these circumstances occurring. It is too late to develop policies and practices once a situation has occurred. The damage is done and the trust and well-being of the children and the community adversely affected.

The Foundation has developed a set of strong policies and has introduced management practices aimed at preventing the worst elements of institutional and other abuse emerging.

Whilst HOPE does not claim to have completely escaped issues of bullying, incidents of overzealous discipline or incidents of inappropriate sexual activity between the children, it does believe that it has prevented the worst elements of abuse from occurring.

HOPE maintains and monitors a strong child abuse policy, actively implemented with training provided to children and staff at the Centre.

The management of finances at the Centre is rigorous, and HOPE has open and joint accountability for the daily and monthly management of all funds donated to the Centre. The Foundation is satisfied that there has been no large-scale misuse of funds donated by sponsors and donors.

The Board has for some time been seeking the services of an auditor in Cambodia. While it recognises that auditors are very hard to find in Cambodia, HOPE wants its systems and management of money to be independently assessed. Such assessment will enable HOPE to keep faith with the many individuals and companies who so generously support its work.

SOCIAL WORK DEPARTMENT

During the past year, the Social Work Department at HOPE has been considerably enhanced and strengthened.

Mr Barang Srey was appointed Welfare Manager to replace Mr Romel Flores. Following his appointment, a senior social worker and four additional social workers were recruited. All of the current welfare workers are young professional Cambodians who are drawn to work in the welfare sector. However, none are formally qualified as social workers.

There is only one social work training course in Cambodia, and there has been only one stream of graduates available to the sector. It is therefore very difficult to recruit qualified social work staff. Considerable time and effort has been put into planning and implementing an in-house training program for HOPE's newly appointed social work staff. Staff members initially received training every week and were provided with professional supervision at the Centre by a fully qualified social worker under the Australian Volunteer International (AVI) Program.

Further training has been developed through the work of Ms Alison Birchall. Ms Birchall, a qualified social worker who had completed a two-year assignment through AVI, established a training network linking a number of NGOs in Battambang. The Social Work Department at Phnom Penh University was engaged to provide training to staff working in social work roles in those NGOs.

The establishment of the network was an excellent development as it encourages co-operation between the NGOs involved and improves social work practice. This is of huge benefit to the children and families with whom the agencies work. The Board offers Ms Birchall its sincere gratitude for her initiative and work in establishing the training network.

WELFARE OF CHILDREN AND CHILD PROTECTION POLICY

HOPE is aware of the occurrence of child abuse in residential programs, and is determined to prevent child abuse in its residential program and to manage its programs with this determination in mind. This year has seen a renewed focus on active implementation of the HOPE Child Protection Policy. Social work staff members were trained in the policy. The

Foundation engaged staff from the Ministry of Social Affairs from Phnom Penh to conduct a three-day training program on Child Protection for all staff working at the Centre.

The social work staff members conduct information and training sessions with the children living in the residential program. The aim is that all staff develop an understanding of the forms of child abuse, what constitutes abuse, prevention of abuse in a residential program, how to report and support children who have been victims of abuse. Staff and children have been informed about bullying. HOPE believes that it is important that children are informed of their rights and how to report child abuse and what will happen if/when they make a report. Ongoing training and support of the children and staff ensures that the dangers of child abuse is minimised in the HOPE residential program.

FOCUS ON EDUCATION

HOPE aims to provide all children with the opportunity to reach their full learning potential. Due to generous donations of time, computers, and money by Standard & Chartered Bank personnel (particularly Rosana Lau) and British Telecom, the Foundation has been able to make great improvements to the facilities and resources at its school at the Centre. Teachers from Australia have provided on-line support to the teaching staff at the Centre with very positive effects on the teaching skills of our staff.

All the children living at the Centre attend primary and secondary schools in the community. School in Cambodia operates on a half-day basis. Our children attend school each afternoon, while in the morning they attend the HOPE School.

The HOPE School offers English, computing, mathematics and art. The HOPE children attend each morning and children from the local community attend each afternoon. The past twelve months has seen a significant improvement in the children's English.

The HOPE School principal regularly visits the local primary school attended by most of the children in the afternoon sessions. He has developed a close working relationship with the school. On my last visit to the Centre, I visited the school to meet the principal and observed the children learning in class. The development and maintenance of a strong relationship between the HOPE school and the local primary school is important. This ensures continuity for the children between the two schools and optimizes their opportunities for learning and achievement.

The HOPE children are among the best performing 10% of their classes at the local school. In fact, many of our children are ranked in first place for performance in their class. The children receive encouragement and recognition for their achievements.

A number of the older children attend additional English classes outside the Centre. One young man, Sop Phia, achieved first place in his English class for the second year in a row. He was competing against a very large number of students from Battambang, mainly the children of middle class families. This was a wonderful achievement for both him and for our Centre.

OLDER YOUNG PEOPLE IN TRANSITION PROGRAM

At the beginning of the year there were six young people living in the HOPE transition program. Two young women commenced training as nurses in November and in May chose to leave the transition program and live independently.

There are now four young people living in the HOPE Transitional Care Program. Three attend University and have part time jobs. These young people contribute to the cost of their rent and upkeep. They have all passed their courses of study, and are all in the top five of their chosen course. The fourth young person has just completed year 12. She worked hard for the whole year and passed all her subjects very well. She too will go to university at the beginning of the new academic year. All four young people visit the Centre regularly and feel part of the HOPE community, even though they live independently in the community.

In November these four young people will travel to Kuala Lumpur to participate in a one-month work experience with Standard & Chartered Bank. This is a scholarship program offered by the bank, and has proved to be a wonderful experience for the young people. HOPE sincerely thanks Craig Armstrong and his team at the bank for the opportunity they provide to the young people.

THE HOPE FARM

This year has seen a significant focus on attempting to make the centre more sustainable. We are this year growing two crops of rice, with 80 bags in the first crop. This is a huge increase on previous year's production. The children assist our farmer in the planting and the harvesting processes, benefitting from the very good work experience. Some of them will ultimately become farmers, so the experience is particularly valuable for them.

The first attempt at vegetable growing occurred under the supervision and financial support of Stephen Crane and his friends from Hobart. The children learnt how to grow and tend to vegetables, with some children being more enthusiastic than were others. The project proved that growing vegetables at the centre could be beneficial to the sustainability of the Centre and be a worthwhile learning experience for the children. This year, under Peter Butler's direction, a very large vegetable garden has been planted. The children are expected to help the farmer in the cultivation of the vegetables and herbs being grown. The produce is used to feed the children, with any excess sold at the local markets, the proceeds being used to purchase seed for the next vegetable crop.

The agriculture program breeds ducks and fish. Again, the children have learnt a great deal from breeding these animals, and this program too has proved to be profitable for the Centre.

DENTAL CARE

During the year, two groups of dentists visited the Centre. Both these visits were sponsored and supported by Buddhist Library, another NGO operating in Cambodia. The Buddhist Library provides free dental care to people from isolated rural areas and supports schooling in a number of local communities. The dental visits were organised by Cecilia So, a young Australian dentist who works with the Buddhist Library out of Kampot. HOPE has provided seven dental suites, school materials and school furniture to assist their work.

MOTHER TO BABY HIV PREVENTION PROGRAM

HOPE's Mother to Baby HIV Prevention Program commenced in Battambang as a pilot in 2009. The pilot program was evaluated, was deemed to have been successful and was implemented on a permanent basis at the end of 2010. The number of program participants was limited to 32 women and their babies at any one time.

Proposal for a Memorandum of Understanding

HOPE has proposed that a Memorandum of Understanding be developed and agreed to between the Battambang Provincial Department of Health and HOPE whereby the trial Mother to Baby HIV Prevention Program be placed on a more enduring footing.

HOPE has proposed that:

- the Provincial Department of Health accept responsibility for the coordination and implementation of the Program, that
- the Battambang Provincial Hospital accept responsibility for all clinical and health-care aspects of the Program, and that
- HOPE accepts responsibility for delivery of the Program in accordance with any policies and clinical guidelines set and agreed to by all parties.

Program Outline

Under any finalised MOU, the Program would continue to operate in much the same way as is currently the case, but with each organisation's respective roles being clarified.

Target Group

The program is set up to work with HIV+ pregnant women. The women must be diagnosed as HIV+ and prepared to continue or start taking antiretroviral medication for the period of their pregnancy and for at least the first 2 years of their baby's life.

The women are actively encouraged to use contraception to prevent any further pregnancies throughout their involvement with the program.

Referral Process

Medical personnel from the Battambang Provincial Hospital refer the women to HOPE's Mother to Baby HIV Prevention Program.

The Homecare Office of the Battambang Provincial Hospital refer to the HOPE Mother to baby HIV Prevention Program only mothers who are deemed as being at risk of the transference of HIV through breastfeeding. If a mother is on ARV and is successfully breastfeeding, she remains under the care of the Homecare Office and Battambang Provincial Hospital and is therefore not referred to the HOPE Program.

Operation of Program

There have been approximately 75 mothers and 76 babies in the program (one set of twins was born). All babies have been born HIV free. All 75 babies were healthy, active, meeting all developmental goals and HIV free at their second birthday. However, one baby was born with respiratory complications and later died of dengue fever.

Mothers and their babies visit the HOPE Centre at the beginning of each month. Each mother and baby is given a health examination by the HOPE nurse. Health records of these visits are kept. The service is akin to a maternal and child health service. Mothers are asked if they are taking their antiretroviral drugs.

HOPE is not a medical organisation, but a social work and case management Community Based Organisation. All decisions concerning medical treatment, ARVs etc. are made by the Provincial Hospital of Battambang. HOPE's role is to connect with mothers in the community and do everything possible to ensure their ongoing access to treatment.

The program provides payment for any additional medical support, which may be required

and, most important; the program pays for women to travel to and from medical treatment and support.

The HOPE social workers visit the mothers in their homes regularly; provide food, clothing, basic needs, hygiene training etc. Case files of these visits are maintained to ensure the wellbeing of mothers and babies, to provide accountability for the intervention, and to ensure mothers are following the medical advice of the hospital and HIV specialists.

Each mother and baby is also seen by the program social worker and an assessment of relevant social and material needs is undertaken. The women receive regular education on purification of water and sterilisation of bottles and feeding teats. Mothers are provided with a month's supply of baby formulae and new bottles and teats, plus a new bottle cleaning kit.

Community visits are undertaken to ensure that mothers and babies are living in safe supportive circumstances. Mothers are exited from the program when the baby turns 2 years of age.

Relationship with Provincial Hospital

The relationship of the HOPE Mother to Baby HIV Prevention Program with the Battambang Provincial Hospital is critical and essential in order for this program to continue to operate.

It is for this reason that the Foundation now seeks to establish a formal memorandum of Understanding with the Provincial Health Department.

The role of the HOPE nurse is to perform monthly general health assessments of mothers and babies at the Centre and to monitor the ongoing health of mothers and babies in the community. This practice ensures early identification and referral to the hospital of any health/medical issues.

HOPE has strong connections in the community. This program uses those connections to enable women to connect with medical treatment, paying for that treatment where necessary.

HOPE does not have any formal or other relationship with any milk formula company and it does not promote the use of milk formula to Cambodian mothers. The International Code of Marketing of Breast Milk Substitutes has very little to do with the broad support programs that HOPE provides to HIV positive mothers

Each woman is assessed by the Homecare Office of the Battambang Provincial Hospital throughout the pregnancy, administered antiretroviral medication by the Hospital, gives birth at the Hospital setting, and the newborn infant is assessed by the Hospital. Only women who are deemed unable to safely breastfeed are recommended to the HOPE program.

Upon referral, HOPE's social welfare team assess whether replacement feeding is acceptable, feasible, affordable, sustainable and safe. Social workers assess whether offering of replacement feeding will cause stigma and/or discrimination. They then ensure that each woman has the adequate time, knowledge, skills and other resources to prepare and administer the replacement food. HOPE provides the free replacement only to those who meet its strict criteria to ensure the guarantee a of sustainable supply prepared under our guidelines, administered safely and not stored after use

HOPE has produced an educational film in the local Khmer language outlining the importance of cleanliness, hygiene sterilization and the use of fresh water, and the need to ensure that utensils are cleaned before each use. A copy of this DVD is attached.

HOPE's team ensure that replacement feeding is nutritionally sound and that there is adequate supply, together with the fuel required to ensure it is prepared safely. In many

cases, HOPE supports the entire family with additional rice, other foods and small amounts of money where deemed necessary.

It is a requirement that each mother attends HOPE's Maternal Health Program prior to giving birth and is assessed not only by our local health services after giving birth, but also thoroughly assessed by our own social welfare team to highlight any problems that either the mother or the infant might experience.

In 2011, the HOPE full time nurse was sponsored under the ALAF Program funded by AusAID for three-month's study at Sydney University, the Westmead HIV Research Unit for intensive HIV training. In 2012, the same nurse was sponsored for a further three months under the same program.

CAMBODIAN ADVISORY COMMITTEE

This year saw the further consolidation of the local Cambodian Advisory Committee. The Foundation is registered as an international NGO with the Cambodian Government and is therefore not required to have a local advisory committee. However, HOPE took the view that to maintain the locally based Advisory Committee was of positive benefit to the organisation and to the community it serves.

HOPE's Cambodian Advisory Committee is chaired by Mr Puth Try, who recently retired from the position of local commune leader in his village - a position he held for many years. The members of the Advisory Committee are Mr Chea Sombath, the Director of Building and Developments Applications, Battambang Province and Mr Yous Yoeum the Chief of Chiefs of Local Commune Leaders Battambang.

These three people hold positions of significant influence and leadership in the Battambang Province. They have individually and collectively been a huge support to the Centre and to the Foundation and its Board. Their local knowledge and contacts have proved invaluable. They have given of their time and have provided accurate and well-founded advice throughout the year.

During the year, one of HOPE's significant achievements was the transfer into the name of the Foundation of all of the land titles underpinning the Foundation's Battambang Centre. This preserves the land for the future, and its achievement owes much to input and assistance from the members of the Advisory Committee. The Board expresses its gratitude to members of the Advisory Committee for their past and ongoing work.

BOARD MEMBERSHIP AND ROLE

The Foundation Board welcomed two new members at the Annual General Meeting in September 2012: Ms Carol Ledden and Mr Grahame Lewis. Both new members had visited the Centre in Battambang on a number of occasions. Carol brings outstanding marketing skills from a long career in real estate and has proved to be a strong member of the Fund Raising Committee. Grahame comes to the Board with many years' experience as a senior manager in a range of companies. He too works on the fund Raising Committee and has also assisted in taking on responsibility for developing and monitoring the operating budget for the Centre in Battambang.

SUPPORT BASE IN AUSTRALIA

I take this opportunity to thank the child sponsors, individual and corporate donors for all their financial support throughout this year.

The child sponsorship program provides the core funding for the care and support of the children. I thank sponsors for their continuing support. Without your financial assistance our work could not continue.

There have been a number of individuals who have competed in sporting events and donated their sponsorship money to support our work in Cambodia. We thank them for their hard work and readily acknowledge the benefits to the children that have resulted from their support.

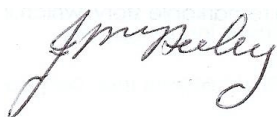
The foundation has hosted a number of functions during the year, the largest being the John Kinsella dinner held in Sydney at Parliament House in June. The evening was a wonderful success and was enjoyed by everyone who attended.

Early in 2012, John Kinsella filled a container with paint, plumbing supplies and tools. He led a team of qualified trades' experts to the Centre. They built a new sewage system, replaced and added to the number of water tanks, developed an area for the new vegetable garden, and dug out a new lagoon for the breeding of fish. This was a wonderful contribution to upgrading the infrastructure at the centre. The work has significantly improved the quality of life and health of children and staff living there.

Fundraising for the Foundation is led by Joy Smithers, the Deputy Chair of the Foundation. I would like to thank her and her team for their many hours of hard work and for their cooperation with and support shown to me as Chair.

I am extremely grateful for the personal support and active participation and assistance of Michael Clarke in my many duties as Chair of the Foundation. Mike is an outstanding secretary to the Foundation. The detail and preparation that goes into our paperwork is exemplary. Mike is a constant support providing frank and invaluable advice, assisting with writing and editing documents. I acknowledge and thank him for his support to the Foundation and me.

The Foundation remains committed to the children, families and community we work with in Cambodia, and plans to continue its work into the future, with the enhancement and further diversification of the programs and services offered.



Jenny McAuley
Chair

VOLUNTEERS AND VISITORS

The following Foundation Board members visited the Centre during the year:

- Jenny McAuley (on two occasions) - Chair
- Grahame Lewis
- Joy Smithers – Deputy Chair
- John Kinsella
- Mark Eldridge
- Tim Berry

APPROVED AUSTRALIAN SCHOOLS EDUCATIONAL VISITS:

Melbourne Grammar School on 9 December 2012: three teachers and 15 students for three days.

Penrith Anglican College on 19 January 2013: four teachers and 21 students for three days.

CORPORATE SPONSORS VISITS:

Standard Chartered Bank - IT division on 24 July 2012: one manager and six technical IT support staff for four days.

Standard Chartered Bank - Senior Management on 14 September 2012: 20 Managers from Singapore and five from Hong Kong for three days. .

Standard Chartered Bank - Jane Armstrong and her daughter Annabel on 14 September 2012 for two days.

British Telecom - Senior managers on 8 September 2012: three managers for two days.

AUSTRALIAN SUPPORT VOLUNTEERS:

- Stephen Crane, who was completing his voluntary role as HfCCF's In Country Director.
- Carol Ledden on 9 September to 2 November 2013. Carol came with her vast management capabilities to do a hand over from Stephen.
- Rose & Nick Lette, annual volunteers from Margaret Primary School in Tasmania on 9 September 2012 for three days.
- Susana Porley on 9 September for eight days.
- Kathie Graham & Karen Smith - on 6 November 2012 for three weeks.
- Denise Love on 21 November 2012 for three days.
- Michelle Andrewartha, on 18 December 2012 for three days.
- Delegation of Teachers from Melbourne Grammar - some past MG tour team manages to HfCCF - on 10 January 2013 - 14 adults for one day.
- Glen Stretton on 14 June 2013 for one day
- Harley Stretton on 14 June 2013 for one day.

VOLUNTEERS:

Denise Wilford and Sally Frissell - USA - on 22 October 2012, linked to British Telecom.

Long Ho and Marvin Yoc - two dentists who arrived on 10 December for four days from Buddhist Library in PP to carry out a detailed inspection of the children's teeth in readiness for the Dentist, arranged by Cecilia So.

Kate McIntosh, Nurse on 17 December 2012 for four weeks.

Cath Durrent, Nurse on 17 December 2012 for four weeks.

Rhonda McIntosh, Teacher on 30 December 2012 for two weeks.

Barbara and Ivan Ayare - UK friends of Cecilia So (dentist) on 19 December 2012 for one day.