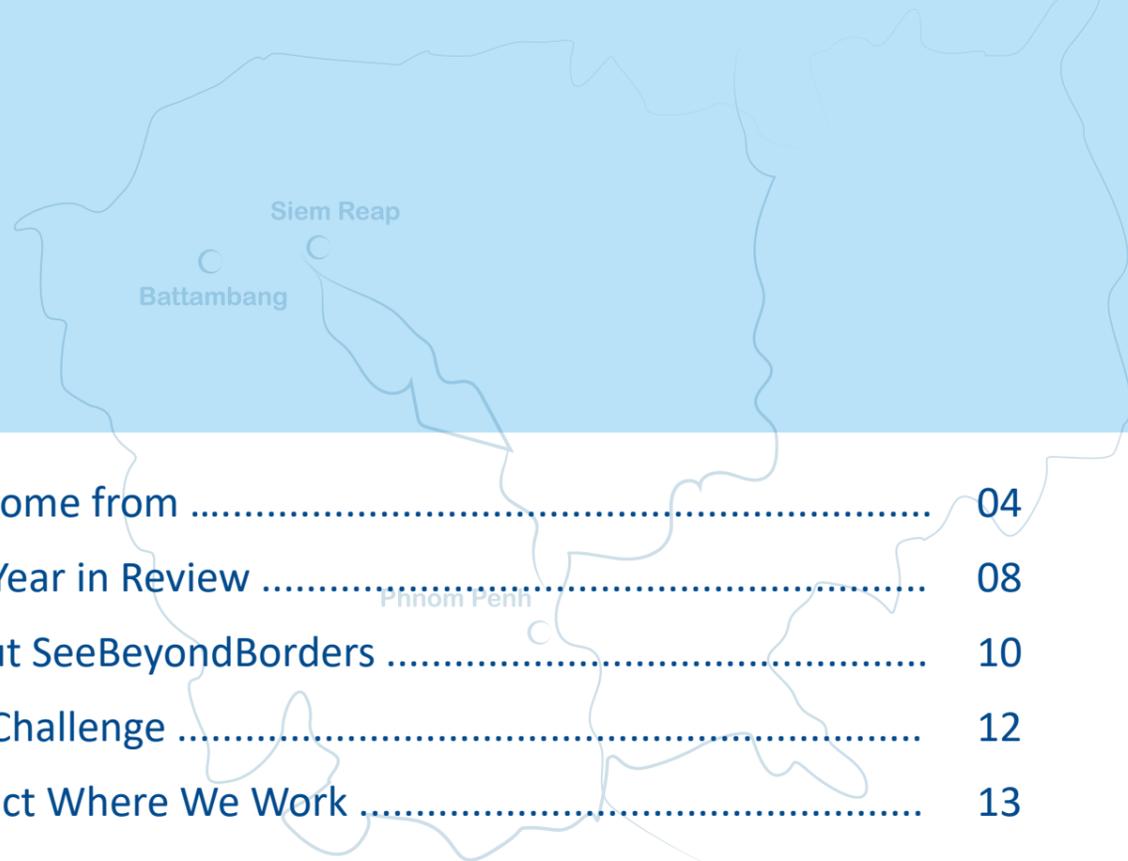


SeeBeyondBorders Australia

ANNUAL REPORT

2021 - 2022





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WELCOME FROM...

Our CEO International Operations



Following on from the work of our co-founders Edward and Kate Shuttleworth is an honour. To live up to the legacy they created is challenging yet inspiring for all of us. They are people of substance and integrity.

As an organisation our focus remains on the collective over the individual and on substantive change over cosmetic interventions. Everything we do is in the context of our [strategic priorities](#) namely to - improve children's learning outcomes; become a recognised centre of excellence and; strengthen our organisation to secure the staff and funding we need to make a meaningful impact

Like [last year](#), this annual report is specifically an Australian publication. Both SeeBeyondBorders Ireland and SeeBeyondBorders UK produce their own annual reports as we further the process of decentralising our activities. As outlined in the strategic plan we will also evolve towards what is often called localization and the de-colonisation of aid. We are optimistic about the potential of shifting the centre of control within the SeeBeyondBorders family more firmly to Cambodia.

SeeBeyondBorders, like many other international NGOs, is facing heightened challenges. Covid has hurt us. Schools here were closed for much of this reporting period and our funding has shrunk. The reality is that while our revenue has decreased the need for our work has only increased. Green shoots are emerging however.

During the last year we achieved base accreditation with [ANCP](#) for another 5 years. While this is not the summit of our ambitions it does provide a firm foundation from which to build in Australia and Cambodia. All our efforts described in this report are in the pursuit of the viability that comes from strong funding partnerships such as ANCP and also strong partnerships with private funders and supporters throughout Australia and internationally.

As I reflect on the last year and the work being carried out by our staff over the last 12 months, lastly, I want to proudly acknowledge my diligent colleagues who invariably go the extra mile for our work. When we are so close to the work it can be hard to see change unfold daily but change is emerging and that is invigorating. Together in Australia and Cambodia we can do something meaningful for the betterment of Cambodian children. What a gift, opportunity and honour that is.

Colm Byrne
CEO International Operations

Chief Executive Australia



SeeBeyondBorders has enjoyed some great successes this year, and expectedly, endured some challenges too. The continued impacts of COVID-19 not only proved operationally challenging for our team in Cambodia, but also impacted the fundraising landscape in Australia. Subsequently, we've approached our strategy with renewed determination and creativity in new approaches, audiences and offerings.

The efforts undertaken by the team here in Australia, whether staff, volunteers, committee, or board members, together with the generous support of our donors and corporate partners, is the 'fuel' that feeds the fire of our mission to provide access to quality teaching and learning in schools.

The Cambodian education system was facing a learning crisis well before the pandemic hit, and the immense loss of learning resulting from school closures has considerably compounded this crisis. There is a heavy sense of urgency resonating throughout the organisation. We need to recover these losses rapidly by supporting teachers and students as much as we can. Our purpose here in Australia is to expand awareness of the situation in Cambodia, and draw out as much support as possible from people and institutions who believe in the power of education to change lives.

In this, we have a solid foundation on which we continue to build. The support of the Australian Government through the Australian NGO Cooperation Program (ANCP) is critical to our success, as is the extensive network of key people within DFAT, ACFID, fellow NGOs and other supporting institutions we connect with regularly. We are incredibly fortunate to have the support of our donors and partners, including Tribeca Investment Partners, SHAPE Australia, Macquarie Group (and its dedicated employees) as well as our allies in organisations such as Rotary and the Cambodian Association of Victoria (CAV). Through them, we are able to amplify our message and continue to 'fuel' the important work being done in Cambodian schools. I sincerely thank each and every one of these individuals, companies and organisations who have helped support us this year, and we look forward to working closely with you in the coming years.

I would like to thank Edward and Kate Shuttleworth, and David Armstrong for introducing me to this special organisation, demonstrating indelible passion and providing strong leadership, which has now been bestowed upon us to carry the torch: Penny Everitt, our new Australian Chair, and Colm Byrne, our CEO of International Operations, myself and the incredibly talented team of staff, volunteers, committee and board members in Australia together with teams in Cambodia, Ireland and the UK. We all look forward to an exciting year ahead going from strength-to-strength and reaching more people with our vision for a generation of Cambodian children empowered by education.

Sally Miles
Chief Executive Australia





Australian Board Chair (Incoming)



What another formidable and momentous year it has been for SeeBeyondBorders!

Firstly, I would like to acknowledge and thank all staff and supporters for their tireless dedication and ongoing support for the teachers, students and families of our communities in Cambodia over a challenging few years. I would like to send our most sincere thanks and gratitude on behalf of the Board.

In June, the Australian Board farewelled our long standing chair – David Armstrong. David was a founding director of SeeBeyondBorders foundation and his financial and governance knowledge has been invaluable in guiding SeeBeyondBorders through the many years of changes and growth. I can only hope to follow in his footsteps with equal grace and aplomb and I would like to thank the Board for the trust and opportunity in taking on the role as chair.

Kate Shuttleworth also finished her role with the Board in June. There are not enough words or time to acknowledge the quiet, smiling persistence with which she has shaped education in Cambodia. Her ability to translate her teaching skills into a vast suite of tools, programs, teacher trainings, professional development, and learning outcomes for teachers and children is a uniquely special gift for which we are all incredibly grateful to have been associated with.

That leads us to our tireless and fearless founding CEO – although that title doesn't really cover the myriad roles and duties Edward Shuttleworth has performed over the years. Many of us were inspired to join the SeeBeyondBorders journey by Ed's pure passion, enthusiasm and innovation. Ed has led the growth and evolution of the organisation, embedding in our values and ethics at every stage, so that our people and our mission are at the heart of what all of us do every day at SeeBeyondBorders.

We the Board are confident that this legacy will be well continued with the appointment of the new CEO International Operations – Colm Byrne. Colm has a wealth of experience in education, community organisations and development and was key to establishing SeeBeyondBorders Ireland, of which he has been CEO since 2020. Colm has already begun working closely with our wonderful Australian Chief Executive, Sally Miles, to continue to grow the resources and systems which ensure that SeeBeyondBorders' work continues to flourish well into this new era. With many great new initiatives and events planned for the coming months it is sure to be yet another great year ahead.

Penny Everitt
Australian Board Chair (Incoming)

Cambodian Country Manager



I am honoured to be writing this for the first time as Country Manager. After a challenging couple of years, things have finally started to feel normal again in Cambodia. Schools are open, students and teachers have returned to the classroom and the vast majority of the population is fully vaccinated. However we still have a long way to go to recover from the loss of learning that has occurred. We are slowly starting to understand the impact this has had on rural Cambodia, and will ensure our projects are doing as much to combat this as possible.

A key focus to help address this learning crisis is to ensure collaboration with government institutions as much as possible. By working together with the Ministry of Education, the District Office of Education and similar NGOs, we can share ideas and solutions to help Cambodian education. On top of this, a focus on developing digital resources and the support to use these, will make an enormous difference to the quality of education.

I would like to thank all teachers who have worked tirelessly to support children and their community. It is because of dedicated donors and supporters that we are able to work with teachers like this- so thank you all. Your support over the past year has made an enormous difference and we hope that this can continue for years to come.

Blung Phath
Cambodian Country Manager

Communications Coordinator



This report was designed by our small communications team here in Cambodia. How and what we communicate is important to us! All images of beneficiaries were taken by my colleagues Khann Phearith and Surt Phenhchet, and have documented informed consent. We have an ethical decision making committee in Cambodia for communications. Together we decide which images we use that best portray our work and those we seek to work with.

We hope you enjoy reading this report and are always interested to hear your views on our work in education. Get in touch with me limon.bunn@seebeyondborders.org or use info@seebeyondborders.org if you have a general query.

Limon Bunn
Annual Report Lead/Communications Coordinator

THE YEAR IN REVIEW

#Community Engagement

#QualityTeaching

#Systemic Capability

#Fundraising



August 2021

Book Week Celebration attended by Ambassador Kang

#Community Engagement



September 2021

Sally Miles appointed as Chief Executive for Australia

#Fundraising



October 2021

Pov speaks at the Teacher's Day Event, organised by Department of Policy and Ministry of Education

#Systemic Capability

#Community Engagement



October 2021

Ed appears on the [Philanthropod Podcast](#) discussing Education in Cambodia

#Fundraising



December 2021

Staff Meeting in Battambang for Annual Program Review

#Systemic Capability



January 2022

End of Year Assessment conducted across all schools in Maths and Literacy

#QualityTeaching



February 2022

Staff retreat takes place in Siem Reap with founders, Edward and Kate Shuttleworth.

#Systemic Capability



April 2022

Annual Meeting with DOE staff reflecting on achievements and next steps

#Community Engagement

#Systemic Capability



April 2022

Blung Serey Vuthy awarded in Top 5 Teachers Nationwide by Ministry of Education

#QualityTeaching



May 2022

21 Tablets handed to Literacy teachers as part of Educational Technology Project

#QualityTeaching



May 2022

SeeBeyondBorders joins the ANCP forum in Phnom Penh

#Fundraising

ABOUT SEEBEYONDBORDERS

SeeBeyondBorders delivers access to quality teaching and learning in Cambodian primary schools. We are a UNESCO award-winning organisation that provides school teachers with quality, in-service professional development, supported by ongoing mentoring.

Over the past thirteen years we have been implementing UN Sustainable Goal 4: Quality Education. In addition to Quality Teaching, we have three other focus areas: Engagement & Embedding, Partners, and Research & Advocacy. These recognise the importance of engaging local communities and government to generate sustainable change.



Vision

A generation of Cambodian school children empowered by education.



Mission

SeeBeyondBorders provides access to quality teaching and learning at school.

Values



Changemaker

Our biggest priority is to create positive, systemic, and sustainable change in Cambodia. We are not just helping one or two communities – we are working to change the system so that quality education will become available for all and one day the assistance of SeeBeyondBorders in our current guise will no longer be needed.



Competency

All of our programs are supported by knowledge and experience. Our team is made up of well trained professionals, who approach tasks with competency and skill.



Integrity

We are always transparent and view mistakes as opportunities to learn. We always strive to be honest and to ensure that it is our shared vision alone that drives our work.



Courage

It's not easy to challenge the status quo. But to build a better future for Cambodian children, our staff, our partners, and the communities we work with act with personal courage every day to stay the course in the face of adversity.



Respect

Our actions are always founded on respect - for the teachers, children, and community members we work with, our fellow team members and for our donors and supporters.



SeeBeyondBorders is supported by the Australian Government through the [Australian NGO Cooperation Program \(ANCP\)](#)

We are committed to full adherence to the [ACFID Code of Conduct](#).

THE CHALLENGE

Less than

3%

of children reach minimum standards in Literacy and Maths by the age of 15. ⁽¹⁾

70%

of students studied for less than 3 hours per week during schools closures. ⁽³⁾

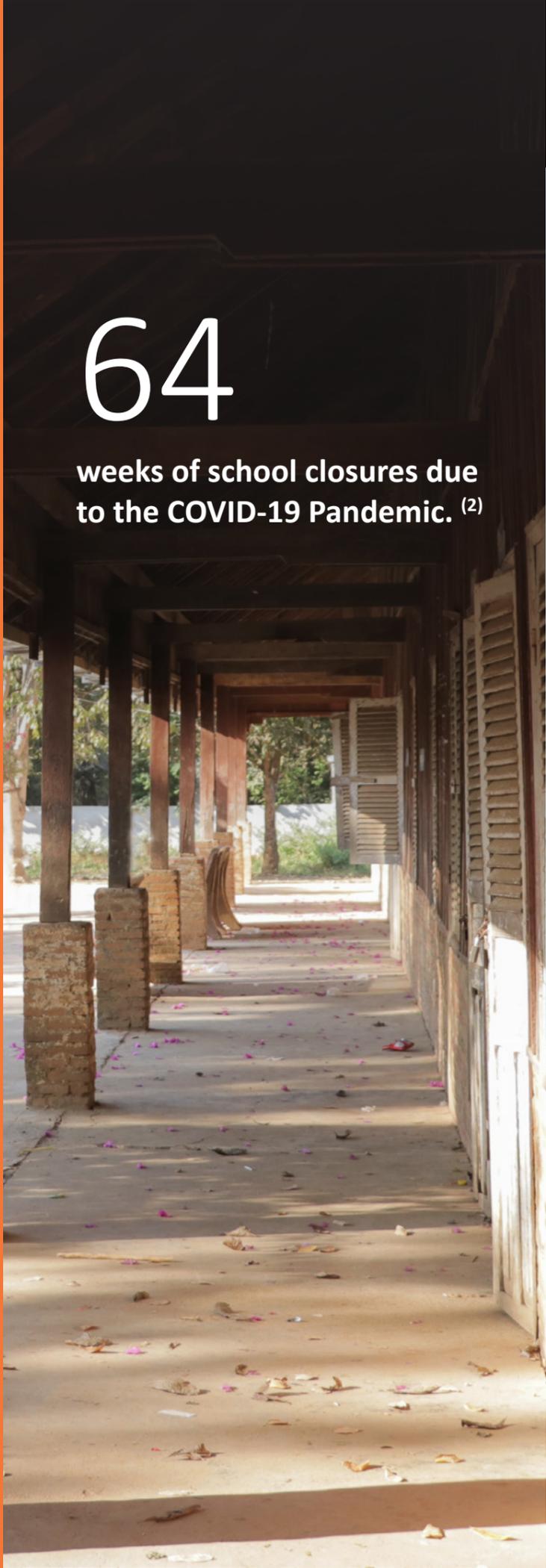
Only

20%

of principals in Cambodia are women, however women make up over 50% of primary teachers. ⁽⁴⁾

Source: ⁽¹⁾ [PISA-D Report, 2018](#) ⁽²⁾ [UNESCO, 2022](#)

⁽³⁾ [UNICEF, 2022](#) ⁽⁴⁾ [MoEYS, 2022](#)



64

weeks of school closures due to the COVID-19 Pandemic. ⁽²⁾

IMPACT WHERE WE WORK



Ek Phnom is the only district where our projects are still running including Maths, Literacy, and Embedding Mentoring, Educational Technology and Educational Changemaker Project.



27 schools



102 teachers



49 mentors



3,586 children

PROJECT	NUMBER OF BENEFICIARIES
Literacy	- 22 teachers - 728 students - 5 schools
Educational Changemaker	- 5 teachers - 5 changemakers - 3 schools
Educational Technology	- 22 teachers (Literacy) - 11 schools - 15 master mentors - 12 mentors
Embedding Mentoring	- 27 schools - 102 teachers - 14 master mentors - 34 mentors

WHAT WE DO

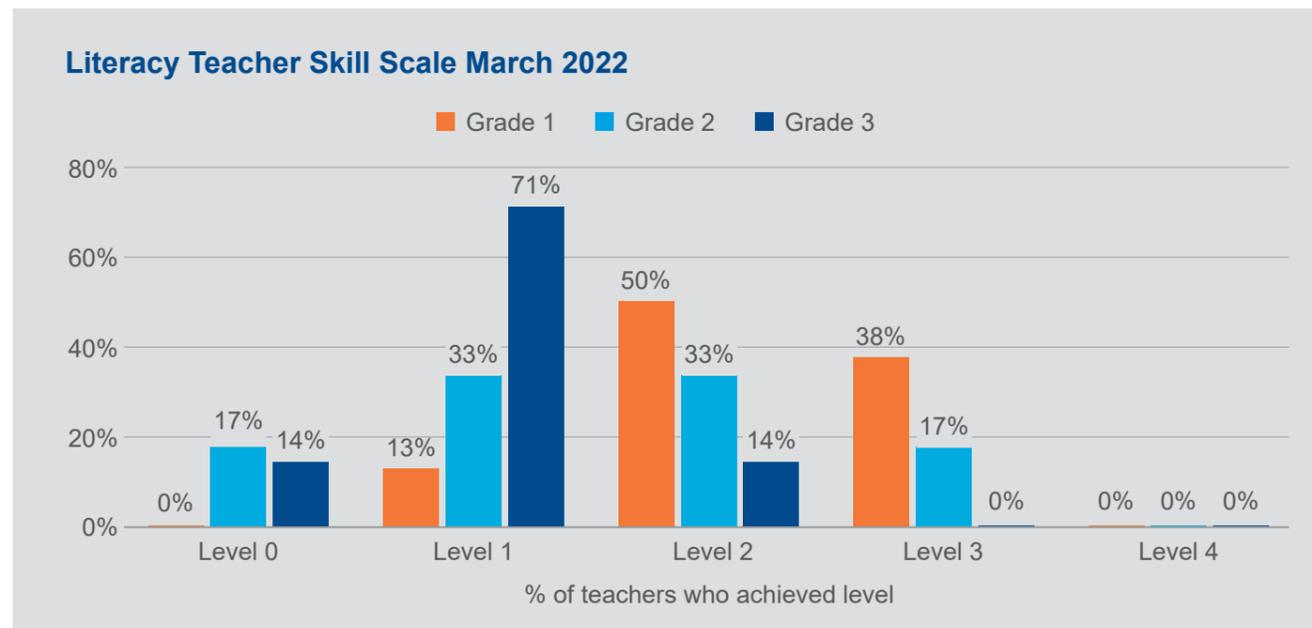


Quality Teaching Program

The Quality Teaching program develops confident and competent communities of teachers committed to quality teaching and ongoing professional development. Our team works with Cambodian teachers developing best practice teaching methodologies. In order to improve their skills however, teachers need more than just workshops. They need ongoing support to ensure that they are putting their learning into practice. In order to support this, SeeBeyondBorders trains existing teachers to become mentors, so that they can guide fellow teachers to improve their performance. Under the Quality Teaching Program, there are three projects including Literacy, Educational Technology, and Educational Changemaker projects.

Literacy Project

The goal of SeeBeyondBorders' Literacy Project is to improve the professional knowledge, practice and engagement of literacy teaching. We aim to help children reach minimum proficiency levels in literacy, appropriate to their grades. Every year, our Literacy Project Manager and Technical Education Manager facilitate eight workshops to build teachers' knowledge. In order to monitor teaching capacity, a skill scale is used twice a year to assess teachers and provide support. Ongoing mentoring from SeeBeyondBorders' Teaching Development Officers regularly takes place to ensure that teaching, evaluation, literacy knowledge, and classroom management skills are developed using observation and constructive feedback.



The literacy project has been active in Ek Phnom district for four years, with collaboration between the District Office of Education and five primary schools. Parents and teachers have noted significant improvement in the learning results of students after working with SeeBeyondBorders. Children in SeeBeyondBorders programs don't just memorise words, but they read for meaning, and comprehend what they are reading. Various literacy elements are shared with teachers so that students learn how to use reading strategies such as word structure, blending letters, using pictures, and context clues. Children can write effectively and independently with the support of frequent modelled writing activities by the teacher. Teachers are also supported to assess the children in different ways, identify different areas of challenge and ways to improve these.



"Learning Literacy in the early grades is so important for students to develop key reading and writing skills. By receiving quality teaching from teachers, we can see the long-term impact this has on young learners. In my role as a Project Manager of the Literacy Project, I ensure that teachers have a clear support network with regular mentoring and training to improve their teaching knowledge and skills. When this happens, students are not only more motivated to learn but also learn much faster."

I am grateful to be a part of the Seebeyondborders team, to work with teachers and improve the quality of teaching and learning in Cambodia. I have learnt a lot from my work and gained valuable experience to understand the importance of early grade education."

Heng Khanchna

Project Manager of Literacy

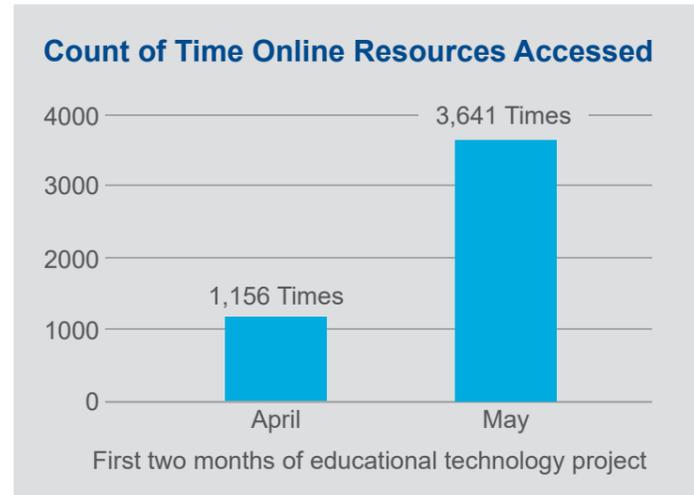


Educational Technology Project



In February 2021, we launched the new Educational Technology Project at Rohal Soung Lech, a rural primary school on the outskirts of Ek Phnom District in Battambang. After a successful pilot project, we increased the number of participants in the Literacy project to 22 teachers. The project aims to build teaching capacity through the use of educational technology and digital resources. Teachers are provided with a range of digital resources on a learning management system, and a tablet to access these resources when they need them. SeeBeyondBorders provides high quality resources to teachers who, with a classroom projector, use the resources for learning.

Besides facilitating workshops with teachers about how to use tablets, projectors, and devices, we go beyond facilitating workshops on how to engage students with technology and how to search for additional teaching resources via other platforms. Teachers have received ongoing support each morning to increase their confidence in teaching using technology and since May, when tablets were delivered, the number of times teachers access online resources has increased dramatically.



91%
of students reported they were happier learning with technology according to a recent survey of more than 600 students conducted by the Educational Technology team.



“Technology is a key focus in Cambodia for digital transformation in education, and SeeBeyondBorders helps to bring it to life. The Educational Technology Project works in line with the Ministry of Education’s technological strategic goals. It has produced high-quality resources and improved the opportunity for professional development for teachers. We have seen that technology makes children more engaged in learning and teachers are proud of their teaching skills.

I am delighted to be working with SeeBeyondBorders to develop education and to improve the quality of learning for children in Cambodia. Thank you to ANCP and all our other supporters, for your continued support of the Educational Technology Project. Your contributions make a better future for children in Cambodia.”

Lon Borey
Project Manager of Educational Technology

Educational Changemaker Project

The Educational Changemaker Project began in 2021 in Battambang Province and aims to reduce the barriers to women becoming leaders in the education sector in Cambodia. This project not only develops a toolkit to become a future Changemaker, but also gives opportunities for Changemakers to pursue their dreams of making a difference in education within a supportive community that recognises the intrinsic value of women in leadership.

During the project, five educational Changemakers completed an extended practicum at three different schools with five supervising teachers to gain teaching experience and hands-on experience through teaching. In classrooms, the Changemakers observed classroom management, teaching methodologies and the facilitation of small group teaching. They have continued to develop skills and now are responsible for facilitating lessons for a full week.

Besides learning from a school setting, changemakers learn theories from technical staff at SeeBeyondBorders including literacy and maths methodology, leadership skills and child development theory. Each month they attend inspiring talks from women in leadership positions outside SeeBeyondBorders. Upon completion of the two year program, they are equipped with the skills and knowledge to develop a successful career in the education sector as well as finishing their Masters of Education at university.

This January 2023, the first cohort of Changemakers will graduate and be prepared for a future of work with educational institutions. You can [listen to the Changemakers’ thoughts and experiences about the project here](#). We are looking forward to recruiting and welcoming the next generation of Changemakers during the next reporting period.



“All women should be courageous and brave to present themselves confidently. Women play a significant role in community development where women support each other to grow. I am honoured to have a chance to facilitate the Educational Changemakers Project which transforms young female leaders—or Changemakers—to develop their Educational Leadership skills.

Throughout Cohort 1, I have seen enormous change in the Changemakers in teaching competency, communication skills, critical thinking level, and real change in their perspective. Now, our changemakers deliver quality lessons to students and confidently reflect on teaching and learning, looking at things differently.

They are the future female leaders in the education sector as well as in their community and will be role models to countless other women.”

Phan Sreyphet
Project Manager of Educational Changemakers





“I have now been working with SeeBeyondBorders for over 11 years and have been an educator for almost 20 years. I am passionate about education, and being able to pass this knowledge on to fellow teachers and educators.

A key part of my role is to provide mentoring and training to staff, mentors, and teachers so that they themselves can support others. I am so pleased when I see different skills and approaches have been put into practice in the classroom. I am glad to see staff, mentors, and teachers grow new skills and increase their competence in their roles and responsibilities.

There is a clear relationship between teachers’ competence and students’ academic performance in both Maths and Literacy. The more training and mentoring a teacher receives, the more we see students’ academic performance improves each year. Thank you to all supporters for your continued support. Your contribution makes an enormous difference to the quality of education in Cambodia.”

Phan Sopphen
Technical Education Manager



“The best part of being a staff member at SeeBeyondBorders is working with incredible people committed to improving education for Cambodian children. Every day staff, teachers and school leaders are inspired to make a difference in the education of so many children’s lives, and I am fortunate to be part of that team.”

Melinda Cashen
Education Quality Manager



Engagement and Embedding Program

Embedding Mentoring Project



SeeBeyondBorders works at a grassroots level to implement the Embedding Mentoring Project. Working closely with teachers and the District Office of Education in Ek Phnom for over 12 years, we have been able to build teachers’ capacity in teaching maths and improve learning outcomes through mentoring.

On a regular basis, master mentors participate in workshops with SeeBeyondBorders on teaching methodologies and mathematical concepts. They then take on the responsibility of passing on this knowledge through workshops to hundreds of other teachers. Master mentors play an important role in supporting mentors (most of whom are experienced teachers or principals) to support teachers at their school. Through the mentoring program, ongoing support is there to continue even without SeeBeyondBorders present.

Community Engagement Project



We value the importance of community involvement with SeeBeyondBorders and promote equity among vulnerable populations. This year, we have supported 41 students in the Bavel and Angkor Thom districts through the Conditional Cash Payments (CCP) Project. The CCP Project provides support to low income families, ensuring children continue to go to school and receive an education, in spite of the family’s financial situation.

In addition to the CCP Project, SeeBeyondBorders implemented the Child Protection Project with five schools, village chiefs, Community Committees for Women and Children, and parents to ensure that children are able to learn in a safe environment.

Workshops were conducted with focal persons at each school and community to raise awareness of child protection and how to manage child protection cases if encountered. Workshops proved to be effective with the community engaged and largely supportive of this project. Within each participating school, the designated focal person volunteered to take on this additional responsibility, who as motivated individuals, want to ensure children have access to a safe learning environment.



“In our work in the Community Engagement Project, we improve the connection between schools, local authorities and parents to work together on child protection. Schools and local authorities are supported so they have the skills and systems in place to focus on child protection effectively. Parents are also involved in decision making with active participation. Their cooperation definitely has a positive impact on child protection and safeguarding.

Through working for SeeBeyondborders, I have learnt that ensuring clear understanding of child protection and safeguarding is a crucial part of providing quality education where everyone feels safe. Safe classes bring quality education!”

Lok Taing Im
Compliance and Child Protection Officer

ASSESSING LEARNING

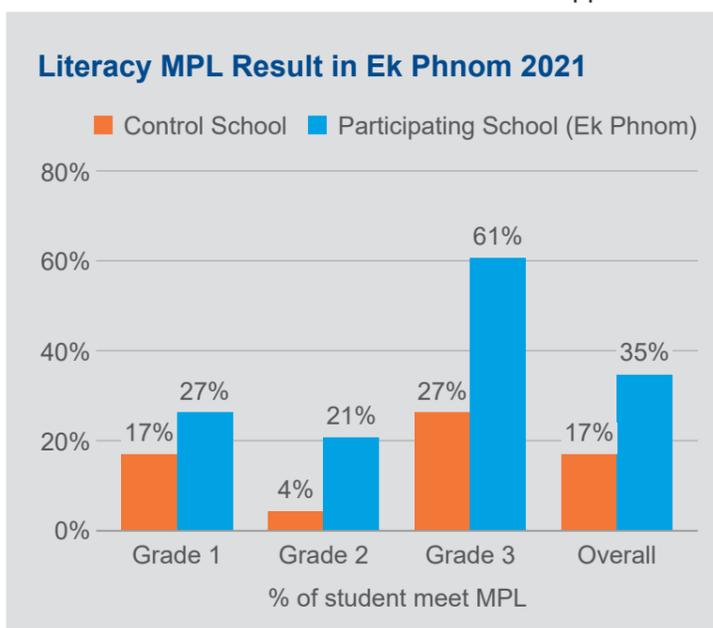
Twice a year, assessment is conducted to measure students' knowledge and growth. Assessment results are analysed and given to teachers to identify common areas of understanding and areas for further development in their classrooms.

Throughout January 2022, we conducted end of year assessments for the 2021 academic year. This was scheduled to take place in October, however was delayed due to COVID-19 and school closures. This year SeeBeyondBorders designed a new assessment, based on the recently released Global Proficiency Framework. This allows us to better align our assessment to the Sustainable Development Goal of Quality Education. Having a minimum proficiency level in both maths and literacy allows SeeBeyondBorders to standardise the language we use around both literacy and maths learning achievements, giving us more accurate and usable data into the future.

Literacy

Across 6 schools in Ek Phnom, we assessed the Literacy Minimum Proficiency Levels of students in implementing schools and one additional school as a control. Assessments were conducted with approximately 1000 students including the control school. The assessment covered a variety of literacy skills including; information retrieval, reading, comprehension, writing, and decoding (letters, high frequency words, etc). In November 2022, which is the end of this Academic Year, testing will be conducted again using the same MPL Assessment format across the same schools, including the same control school. This will give us accurate data to compare the impact of our programs across Academic Years.

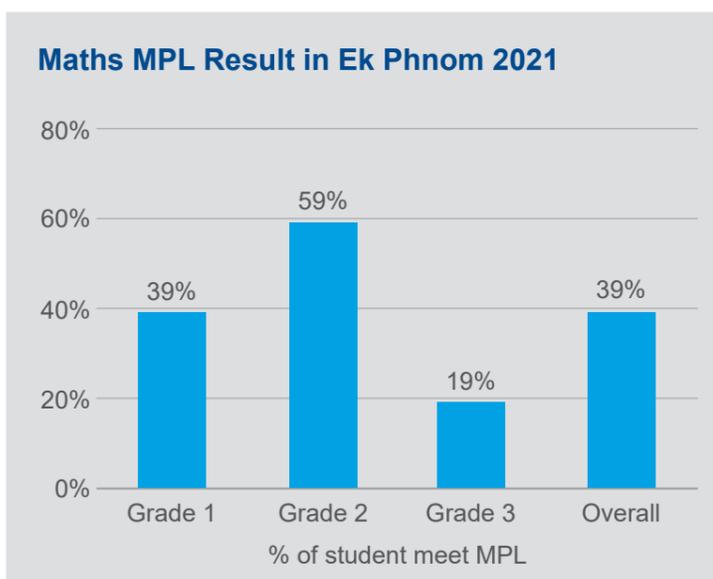
We can observe in the graph that despite the impact school closures had across all Cambodian schools, support from SeeBeyondBorders still causes a notable improvement in comparison to control schools.



Maths

The results for maths show the baseline data of Minimum Proficiency levels. As SeeBeyondBorders implements new projects, along with digital resources and teaching materials for maths, we expect to see a significant improvement in the years to come.

The data shows that extended school closures throughout the pandemic have caused significant learning challenges across both SeeBeyondBorders participating schools and control schools. After some of the longest school closures in the region, we can clearly see that the pandemic has had a significant impact on assessment results and expect this to continue to have an impact for a number of years. However, the transition to using an MPL assessment system will give us a clear indication of the improvement and impact of SeeBeyondBorders' projects over future years.



STAFF WELLBEING



Mental Health Matters

Many of our staff go the extra mile for SeeBeyondBorders and that and the context in which we work can take its toll. At our staff retreat Penhjet Counselling provided a session on mental health. Penhjet, directly translated in Khmer, means "full heart" to describe a sense of satisfaction, contentment and happiness. This session proved to be very helpful and essential to ensuring the well-being of all the team. After the impact of the past two years on individuals' state of mind, it is important to do everything we can as an organisation to foster well being among our most precious resource (our staff). We have also agreed to support staff in the event that they wish to use Penhjet's services.



OTHER HIGHLIGHTS

Ed Retires and New International CEO Appointment



Our long-standing founders Edward and Kate Shuttleworth retired from SeeBeyondBorders in July 2022. Ed passes the baton on to Colm Byrne as a new CEO after appointment from Australian board. Despite Ed's retirement, the work to improve the quality of education still continues to run and he is still here to support SeeBeyondBorders. [Read](#) more to learn about Ed's progress reflection and [listen](#) to his podcast.

To learn more about the new International CEO Colm, and his thoughts on the role and the future of the organisation, read [here](#).

Pov Leaves for Ireland for Further Studies



Pheung Pov, our Country Manager with SeeBeyondBorders since 2015 accepted a place to study for a Masters Degree in Education at Mary Immaculate College in Ireland. With his extensive experience and over a decade in the education sector, Pov decided to expand his educational understanding further, developing new skills to further enhance the quality of education in Cambodia. Pov is committed to be back with SeeBeyondBorders after completing his degree next year. You can learn more about Pov's studies [here](#).

Vuthy Receives Prestigious Award from Ministry of Education

Blung Serey Vuthy, a Grade 1 teacher that has been a part of SeeBeyondBorders' programs since 2018 has been announced by his excellency Hang Choun Narun, President of the Ministry of Education, Youth and Sport as one of the top five teachers nationwide. This incredible achievement is due to her commitment and determination to develop her knowledge in teaching. Vuthy was previously awarded a "Teacher Inspire Award" organised by SeeBeyondBorders in 2019.



His excellency Hang Choun Narun, President of the Ministry of Education, Youth and Sport, hands Vuthy her award.

“
When people ask where I learn these methodologies from, I tell them about SeeBeyondBorders. I have since been invited to speak at many workshops across Cambodia, supporting teachers all around the country.
 ”

Blung Serey Vuthy
 Grade 1 teacher

LOOKING AHEAD



Working at a grassroots level in Cambodia for 13 years, we know supporting teachers in their workplace brings tangible change for the children they teach. Learning outcomes for children can be transformed.

Over the next twelve months, we will continue to support teachers in Ek Phnom so children can reach Minimum Proficiency Learning Levels.

Over the next 12 months we look forward to:

Welcoming a Second Cohort of Changemakers: Cohort 1 will graduate during the next period and we will recruit and welcome our second cohort of educational changemakers. Much was learnt during cohort 1 and we look forward to developing this program into the future.

Collaborating with Partners on the new PIKT Research Project: PIKT is a two year research project where multiple organisations including SeeBeyondBorders and the Ministry of Education, will conduct quality research to develop teacher training and the overall quality of education in Cambodia.

Furthering our Phased Localisation: Throughout the next period we will move further towards localisation and the formation of 'Vithei Obrum'- our local NGO. This is a significant stepping stone as SeeBeyondBorders evolves both on a local and international level.

Beginning a Process of Strategy Stocktaking: This stocktaking will form a structured opportunity for us to reflect on how COVID-19 and other contextual changes have impacted on our strategy and how our interventions can bring about sustained change.

ENVIRONMENTAL IMPACT



Environment Impact Report Green House Gas (GHG) kgCO2e				
EMISSION SOURCE	2022 Jan-June	2021 July-Dec	2021 Jan-June	2020 Jul-Dec
	kgCO2e	kgCO2e	kgCO2e	kgCO2e
Air Travel	13,625	2,955	-	1,310
Road Travel	6,025	694	5,914	1,316
Electricity	920	519	1,010	1,259
Water	48	31	50	70
Paper Supplies	58	37	11	4
Copy/Printing	397	15	-	87
TOTAL kgCO2e IMPACT	21,074	4,251	6,985	4,046

Our carbon footprint is measured in the areas of travel, electricity, water and paper usage. We assess our impact using international standards, in terms of carbon dioxide equivalent in kgs (kgCO2e), with data shown above for the last 2 financial years.

For the period of analysis shown, the COVID-19 pandemic had a significant impact on our activities. Until recently, travel restrictions and school closures caused a dramatic decline in the areas of travel and paper usage.

From January to June 2022, with travel restrictions fully lifted and schools reopened in Cambodia, SeeBeyondBorders was focused on recovery, leading to increased travel both nationally and internationally. Extensive school-wide testing was conducted to determine the impact of COVID-19 on learning loss, leading to increased paper usage.

Looking forward, our organisation aims to ensure our kgCO2e impact is as low as possible. A recent focus through our Educational Technology Project has been to digitise resources and provide technology to teachers and community leaders, minimising the need for paper going forward.

FINANCIAL STRUCTURE

The SeeBeyondBorders Australia organisation comprises an Australian office, which maintains overall financial control of the Australian organisation, and SeeBeyondBorders Cambodia which is a branch of the Australian entity and implements the programs to achieve the charitable objectives of the organisation. SeeBeyondBorders UK and SeeBeyondBorders Ireland are two separate legal entities which focus on fundraising for SeeBeyondBorders programs in Cambodia and manage the distribution of these funds. SeeBeyondBorders UK and SeeBeyondBorders Ireland will publish their respective annual reports in the coming months.

SeeBeyondBorders Australia is an ACFID compliant charity registered with the Australian Charities and Not-for-Profit Commission (ACNC). Donations are made directly to SeeBeyondBorders Australia Overseas Aid Relief Fund (DGR 1 Status). SeeBeyondBorders Australia is governed by a Board of Directors. Management accountability is delegated to the CEO, supported by sub-committees offering professional expertise to support project and organisational needs.

SeeBeyondBorders Cambodia is a registered foreign non-government organisation in Cambodia. It is a branch of the Australian legal entity. Program management and project implementation is carried out in Cambodia by SeeBeyondBorders Cambodia as registered with the Ministry of Foreign Affairs and International Cooperation.

FINANCIAL OVERVIEW

The 2022 financial year continued to be challenging for SeeBeyondBorders with the impacts of COVID-19 continuing to be felt. Financial management continued on ensuring resources were available for operations and closely monitoring costs to ensure financial stability was maintained. With lower income than the previous year, and with increased costs to deliver programs, a deficit was sustained. However, the reserves of the organisation remain sufficiently above minimum levels set by the Board.

Donations and gifts were slightly below last year as many of our supporters also felt the continued impact of COVID-19. However it is encouraging that overall donations and gifts were stronger than anticipated as we retained the support of SeeBeyondBorders UK and SeeBeyondBorders Ireland, DFAT, SHAPE Australia, Tribeca Investments, Macquarie employees and the Macquarie Foundation together with government COVID-19 support.

From July 1 2021 to June 30 2022, SeeBeyondBorders Australia raised a total of USD \$359,405 which was 88.34% of the USD \$406,846 target set for the year. Total funds raised from all SeeBeyondBorders' entities in Australia was USD \$591,487, making Australia's contributions 61% of all entities. Globally, there was a similar level of success with USD \$654,203 being raised, representing 90% of the targeted USD \$720,848. New fundraising sources included individual donors from bi-annual appeals, Rotary support and The Taylor Foundation secured for FY23.

The value of Gifts in Kind was also lower than the prior year with travel to Cambodia by volunteers remaining limited for part of the financial year.

Program expenditure was significantly reduced as schools were closed for 55 weeks from March 2020 and staff positions cut in 2020 were not yet reinstated. Staff retention was a focus as our local staff represent a training investment and a well of experience that will be essential to further our mission. Achievements include the capacity building of our educational staff, continuation of the Educational Changemaker Graduate Program and Educational Technology Project and the embedding of our mentoring project with the District Office of Education in Ek Phnom.

Fundraising expenditure in the year was lower than the prior comparative period as the organisation sought to manage its cost base as prudently as possible.

Summary Financial Statements - SeeBeyondBorders Australia

Summary Financial Reports on the following pages have been prepared in accordance with the requirements set out in the ACFID Code of Conduct. ACFID require separate disclosure of Australian activities so results are published below for the legal entity (Cambodia and Australia) and the part entity (Australia) For further information on the Code please refer to the ACFID Code of Conduct Implementation Guidance available at <http://www.acfid.asn.au>.

A full set of audited financial statements can be requested by emailing info@seebeyondborders.org.

SEEBEYONDBORDERS AUSTRALIA (inc CAMBODIA BRANCH) INCOME STATEMENT FOR YEAR ENDING 30 JUNE 2022

		SBBA (Inc SBBC) 2022	SBBA (Inc SBBC) 2021	Australia 2022	Australia 2021
		\$	\$	\$	\$
REVENUE					
Donations and Gifts	Monetary	641,938	681,685	316,761	373,339
	Non-Monetary	71,964	107,523	50,076	64,621
Bequests and Legacies		0	0	0	0
Grants	Department of Foreign Affairs	150,000	150,000	150,000	150,000
	Other Australian Grants	0	0	0	0
	Other overseas grants	0	0	0	0
Commercial Activities Income		0	0	0	0
Program Fees	Program Fees	0	0	0	0
Investment Income		360	175	77	175
Other Income	Rental Income	7,751	0	7,751	0
	Miscellaneous Income	0	47,831	0	47,507
Revenue for International Political or Religious Adherence Promotion Programs		0	0	0	0
TOTAL REVENUE		872,013	987,214	524,664	635,642
INTERNATIONAL AID AND DEVELOPMENT PROGRAMS EXPENDITURE					
International programs	Funds to international programs	671,425	538,376	247,779	365,034
	Program support costs	16,031	24,904	16,031	24,904
	Community Education	2,010	679	0	0
Fundraising costs	Public	111,695	130,177	111,695	95,309
	Government, multilateral and private	50,646	36,086	50,646	36,086
Accountability and Administration		56,220	64,321	56,220	64,321
Non Monetary Expenditure	Gifts in Kind	71,964	107,524	50,076	64,622
	Other	0	0	0	0
Commercial Activities		0	0	0	0
Program Trips		0	0	0	0
Other		-32,329	55,993	-32,329	39,536
TOTAL EXPENDITURE		947,662	958,060	500,119	689,812
EXCESS/(SHORTFALL) OF REVENUE OVER EXPENDITURE		-75,649	29,154	24,546	-54,170

SEEBEYONDBORDERS AUSTRALIA (inc CAMBODIA BRANCH) BALANCE SHEET AS AT 30 JUNE 2022

		SBBA (Inc SBBC) 2022	SBBA (Inc SBBC) 2021	Australia 2022	Australia 2021
		\$	\$	\$	\$
ASSETS	CURRENT ASSETS				
	Cash and cash equivalents	846,846	989,591	798,981	816,464
	Trade and other receivables	212,503	87,881	82,668	16,294
	Other financial assets	16,150	19,602	14,905	15,697
	TOTAL CURRENT ASSETS	1,075,499	1,097,074	896,555	848,455
	NON CURRENT ASSETS				
	Property, plant and equipment	16,597	16,938	1,150	847
	Intangibles	-	-	-	-
	Other non-current assets	4,427	4,072	-	-
	TOTAL NON CURRENT ASSETS	21,024	21,010	1,150	847
TOTAL ASSETS		1,096,523	1,118,084	897,705	849,302
LIABILITIES	CURRENT LIABILITIES				
	Trade and other payables	71,562	63,853	33,529	40,548
	Contract liabilities	133,078	99,431	68,375	50,000
	Employee Benefits	45,922	33,052	45,690	33,052
	Lease Liability	-	-	-	-
	TOTAL CURRENT LIABILITIES	250,562	196,336	147,595	123,600
	NON CURRENT LIABILITIES				
	Borrowings	-	500	-	500
	Provisions	960	598	960	598
	TOTAL NON CURRENT LIABILITIES	960	1,098	960	1,098
TOTAL LIABILITIES		251,522	197,434	148,555	124,698
NET ASSETS		845,001	920,650	749,150	724,604
EQUITY	EQUITY				
	General reserves	-	-	-	-
	Restricted Reserves	-	-	-	-
	Retained Earnings	845,001	920,650	749,150	724,604
TOTAL EQUITY		845,001	920,650	749,150	724,604

**SEEBEYONDBORDERS AUSTRALIA (inc CAMBODIA BRANCH)
STATEMENT OF CHANGES IN EQUITY FOR YEAR ENDED 30 JUNE 2022**

	Retained Earnings	Reserves	Other	Total
	\$	\$	\$	\$
Balance at 1 July 2021	920,650	-	-	920,650
Shortfall of revenue over expenses	-75,649	-	-	-75,649
Other amounts transferred to/from reserves	-	-	-	-
Balance at 30 June 2022	845,001	-	-	845,001
Balance at 1 July 2020	891,496	-	-	891,496
Shortfall of revenue over expenses	29,154	-	-	29,154
Other amounts transferred to/from reserves	-	-	-	-
Balance at 30 June 2021	920,650	-	-	920,650



LDAssurance

CHARTERED ACCOUNTANTS

LDAssurance Pty Ltd
Level 6, 330 Collins Street
Melbourne Victoria 3000
Telephone +61 3 9988 2090
www.LDAssurance.com.au
ABN 89 146 147 202

REPORT OF THE INDEPENDENT AUDITOR ON THE SUMMARY FINANCIAL STATEMENTS TO THE MEMBERS OF SEEBEYONDBORDERS AUSTRALIA

Opinion

In our opinion, the accompanying Australian Council for International Development (ACFID) Code of Conduct summary financial report which comprises the balance sheet as at 30 June 2022, the income statement and statement of changes in equity for the year then ended, derived from the audited financial report of SeeBeyondBorders Australia (the "Registered Entity") for the year ended 30 June 2022 is, in all material respects, complied with the requirements of ACFID Code of Conduct for disclosure of the summary financial report.

The summary financial statements do not contain all the disclosures required by Australian Accounting Standards and the *Australian Charities and Not-for-profits Commission Act 2012* for the financial report. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial report of SeeBeyondBorders Australia.

Directors' responsibility for the financial report

The directors are responsible for the preparation of a summary of the audited financial report in accordance with the Australia Council for International Development (ACFID) Code of Conduct.

Auditor's responsibility

Our responsibility is to express an opinion on the summary financial statements derived from the audited financial report of SeeBeyondBorders Australia based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.

LDAssurance
Chartered Accountants

Stephen O'Kane

Stephen O'Kane
Partner

Dated: 22 November 2022



OUR PEOPLE

LEADERSHIP TEAM, CAMBODIA



Colm Byrne
CEO International Operations
Colm is a qualified teacher who has lived in Cambodia since 2014. He joined SeeBeyondBorders in 2017. Prior to becoming the CEO, he was the Director of Development.



Lok Taing Im
Child Protection Officer and Compliance Officer
As the Child Protection Officer, Taing Im makes sure children are safe at schools. Additionally she also works on policies and manages compliance.



Phan Sophen
Technical Education Manager
Working in the Cambodian educational sector since 2004 Sophen manages the Quality Teaching Program at SeeBeyondBorders.



Lula Belinfante
General Manager Fundraising
Lula has been fundraising for NGOs in Cambodia since 2018. She joined SeeBeyondBorders in early 2021, as the General Manager of Fundraising.



Bunn Limon
Communications Coordinator
Limon joined SeeBeyondBorders in October 2020 and is based in Battambang. She is responsible for planning and producing quality internal and external communications.



Rin Makara
HR Manager
Makara joined SeeBeyondBorders in a part time role in August 2019 and later began to work full time as a HR and Admin Assistant. Now, she is the HR Manager based in Siem Reap.



Blung Phath
Country Manager
Phath manages all of our operations having previously been the Project Manager for Angkor Thom District. Now, he is our Country Manager.



Melinda Cashen
Quality Education Manager
After participating in two Teach the Teacher Trips, Mel joined SeeBeyondBorders in mid 2019. Mel holds a Masters in Educational Policy.



Pheung Pov
Leadership Team Mentor
Pov has over 15 years experience working in education within Cambodia and became Country Manager at SeeBeyondBorders in 2016.



Derek Culligan
Chief Financial Officer/General Manager HR
Derek has lived in Cambodia for 5 years working previously in animal welfare and conservation. He now oversees all general management in Finance and HR.

SEEBEYONDBORDERS AUSTRALIA

Board of Directors



Penny Everitt (Incoming)
A former Country Manager with SeeBeyondBorders, Penny now lives and works in Australia and chairs the Australian Board.



Priscilla Chang
Priscilla is a primary school teacher with more than 25 years of experience.



David Armstrong (Outgoing)
David is a founding director of SeeBeyondBorders foundation, who now passes his role on to Penny.



Kate Shuttleworth (Outgoing)
With her husband Ed, Kate founded SeeBeyondBorders in 2009. She has made the decision to retire so is now stepping down.



John Friend Pereira
John worked as an Education Specialist with UNICEF Cambodia and was a policy advisor to the Cambodian Independent Teachers' Association.

Staff in Australia



Sally Miles
Chief Executive
Sally leads the Australian team. She has a Master of Social Change and Development, and a background in fundraising, communications and strategic partnerships for NGOs.



Alan Smith
Corporate Partnerships Manager
Alan joined SeeBeyondBorders in 2012 and works on our key corporate partnerships and strategy.



Zoe Scamps
Fundraising Manager
Zoe joined SeeBeyondBorders in 2019 and works on fundraising campaigns, events and partnerships.



Jacki MacAvenna
Financial Controller and Company Secretary
Jacki MacAvenna from We are Lumen joined as Financial Controller and Company Secretary. She works with our long-standing volunteers Louise Foodey, Fiona Yates and Mary O'Gorman.

THANK YOU TO ALL OUR SUPPORTERS AND VOLUNTEERS

Alistair Daghish
Alistair Missingjal
Andrew Yates
Australian Philanthropic Association
Ben Clifford
Brett Maple
Cambodian Association of Victoria
Cameron Duncan
Canaccord
Carrington Blake
Charlie Donald
Chris and Lee Bayley
Ciaran Brady
Clinton Wong
Cover Genius
Dan Ritchie
Daniel Pittorino
David Armstrong
David Foodey
Edward Shuttleworth

Eliza Davidson
Erin Oxley
Evans and Partners
Gemma Jane Cooper
Google Apps
Grahame Evans
HWL Ebsworth
Ian Miles
Jennifer Sawyer
John McLean
Justin Braheny
Karen Jorritsma
Kathryn Greiner AO
Kristen Edmond.
Liz Starling
Macquarie Foundation
Macquarie Group Services
Australia - Donation
Mario Argyrides
Mark Hardman

Mark Ridgeway
Nadia and Alf Taylor Foundation
OMFA
Paul Henderson
Perpetual - Desmond Prentice Charitable Fund
Richard & Soleine Scotney
Roger Gamble
Rotary Club of Box Hill
SeeBeyondBorders Ireland and supporters
SeeBeyondBorders UK and supporters
SHAPE Australia
Shaw and Partners
Simon Ling
Simon McGuinness
Thomas Larkin
Tony Brinker
Tribeca Investment Partners
Wade Family
William McKenzie



“

The Educational Changemaker Graduate Program completely changed my view of how children learn. This experience has made me much more optimistic about the impact of quality teaching on children’s learning outcomes.

”

Im Hen
Changemaker

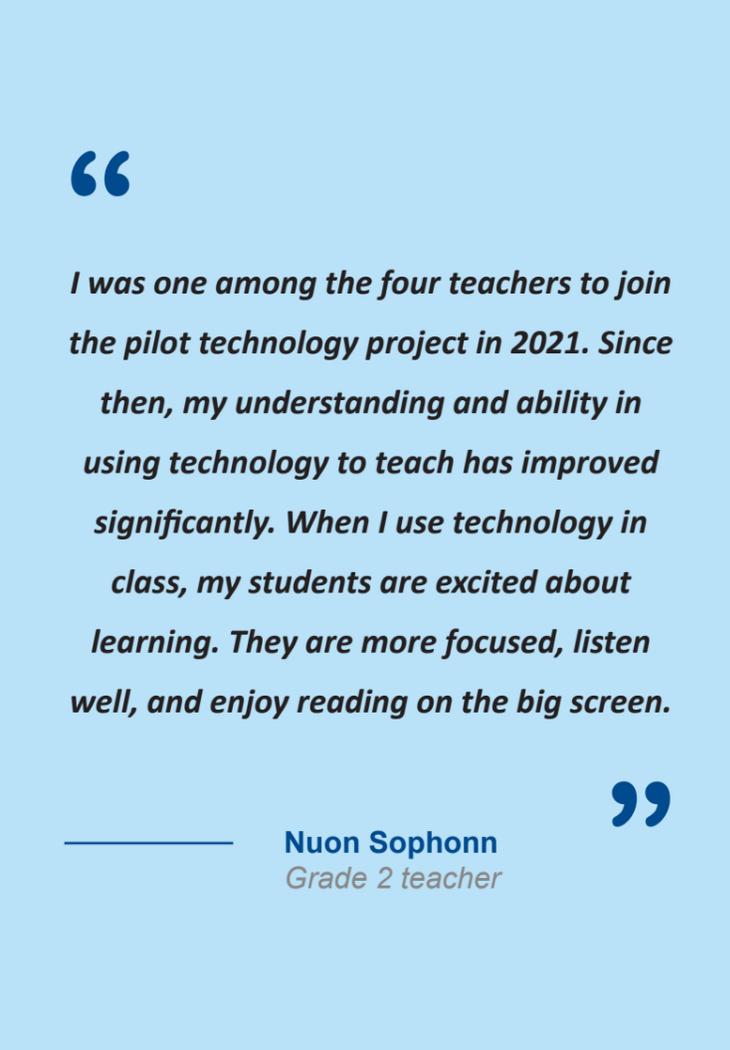


“

My students can quickly generate ideas and produce original work, not copied from others. This is because they have been taught to think critically and practice independent writing since Grade 1 with SeeBeyondBorders.

”

Kloy Seourth
Grade 3 teacher



“

I was one among the four teachers to join the pilot technology project in 2021. Since then, my understanding and ability in using technology to teach has improved significantly. When I use technology in class, my students are excited about learning. They are more focused, listen well, and enjoy reading on the big screen.

”

Nuon Sophonn
Grade 2 teacher



“

The Embedding Mentoring Project allows teachers to improve their teaching methodology, learning new tools for effective teaching, and being able to have a mentor who can guide them through personal development. I am delighted to see this program of mentoring has continued over the past 12 years.

”

Hun Dara
District Office of Education Officer



SeeBeyondBorders

Change begins with education



Cambodia

(+855) 63 50 70 888
Street 30 Meter,
Teaksen Tbong Village,
Sangkat Kork Chork,
Siem Reap, Cambodia

Australia

(+61) 2 9960 7077
Suite 106,
1-3 Gurrigal Street,
Mosman NSW
2088 Australia



www.seebeyondborders.org

info@seebeyondborders.org



AUSTRALIAN
COUNCIL
FOR
INTERNATIONAL
DEVELOPMENT



Cambodian Ministry of
Education, Youth and Sport