



# ANNUAL REPORT 2024

KKO – Khmer for Khmer Organisation

**We Love Learning!**  
✓ English Classes  
✓ Amazing Girls Cambodia

February 2025





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## A message from our founders

We, the co-founder of KKO, are very delighted to share our message to our donors, former volunteers, partners, and friends what we have done achieved for the year, 2024. English is important in Siem Reap, Cambodia because it's essential for many jobs, including those in tourism, business, and international organizations. It's also important for higher education opportunities and scholarships. Learning English is important and opens up new possibilities for many Cambodians. We have been working very hard to continue providing English lessons to more than 300 Cambodian children in one of the communes in Siem Reap, the province where the Angkor Wat temple is located. The financial gap of 11,000 USD in 2024 was not fully filled (4,000 USD still missing), and we had to cut down some activities which is unfortunately sad. However, with 15 years of experience in teaching, we have still undertaken a high quality of English education to our students during this shortfall.

Amazing Girls Cambodia project (AG), Phary Moeun as the main coach of the program and supported by our German volunteer, they have been putting greater efforts to upskill our girls and advance the program to grow through meetings and workshops during the year. AG focuses on the importance of educating women and empowering them to participate fully in the labour force and social awareness. That's why it is necessarily crucial for us to guarantee the growth of this program in Cambodia.

For our social business in 2024, Off Track Tours; is slightly better than 2023, with an average of 7.5 bookings per month (less than 6 bookings per month in 2023), but made it less profit due to a lot of bookings made up with small group. We only made a profit of 600 USD from 2024, and the gain of 1,300 USD (the profit from 2023 and 2024) will be added as the donation income for the school and the rest reserved for investment of business improvement itself in 2025. This means that KKO will receive financial support for the first time from the Off Track Tours business for 2025 since 2020 when covid-19 hit Cambodia.

An update on our current financial situation. Unfortunately from the beginning of 2025, one of our main donors, Richard Kroeger, is unable to donate the generous amount (Around 11,000 USD) that he has done in previous years. In order to secure our future, KKO's school decided to create another source of funding. After discussions with parents, it was decided that the parents will make a small monthly contribution. This is called "3 USD Monthly Parent Donation." which has been implemented since December, 2024. The parents totally understood the school's rational and were committed to see KKO continue its educational activities for years into the future. The parents were grateful for the free education that KKO has offered for past 15 years. They understood the issues and were fully aware of the benefits that KKO had offered to the community and were happy to donate monthly to allow KKO to continue. The "3 USD Monthly Parent Donation" is not mandatory. It is only for the family who can afford. We estimate that the "3 USD Monthly Parents' Donation" will provide 800 USD per month from more than 300 children, about 9,000 USD per year. This will still leave us having a shortfall in income compared to previous years.

Once again, we would like to thank all the teachers, staff, and volunteers for their hard work with love and efficiency. In addition, we cannot forget to express our invaluable gratitude to all the philanthropists who have contributed financial support to KKO in 2024. Because of this support, our financial shortfall of more than 11,000 USD was reduced to 4,000 USD and continued make our mission another success.

Looking at our final budget planning for 2025, we will need **7,791 USD** to cover the gap of school operational costs for the year. This is a very big gap for us this year. On behalf of KKO's school, Markus Tigges and Phary Moeun, both, would like to call for support again from our friends, sponsors, and former volunteers. Gratefully, thanks to all of you who have made the school safe for 2024, we positively believe that you and others will continue to donate to us and spread our mission to others for the year, 2025.

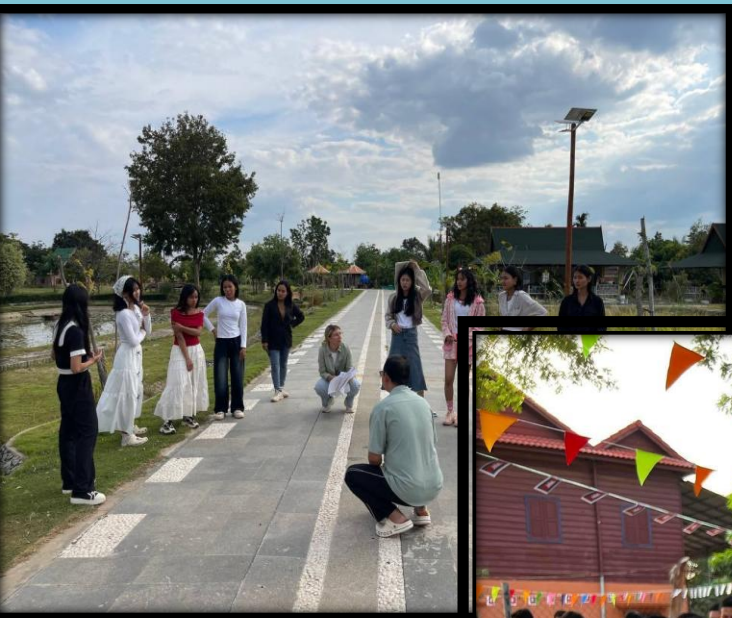
Thank you all for tremendous work  
Best wishes  
Phary and Markus,







# Activities of the Year





# English classes



Our teacher, Kimlay, is giving a presentation to the students in Let's Go 3 class.



Our teacher, Kimheng, is leading the students playing ESL game called "Listen and Point" in Let's Go 1 class.

- With more 15 years of teaching English, we at KKO are fully experienced in developing our students in mastering their English. We have been providing 22 English classes of one hour per class daily with an average of 17 students per group. The curriculum we use was designed and developed by ourselves together with international teaching volunteering experts. We train our teachers regularly internally through our organization, but also send them to external workshops with specialist training organizations. The great news is all of our teachers have successfully graduated to bachelor's degree in major of English education in 2024. Every class is well-prepared and structured, but teachers are encouraged to adapt different techniques to ensure every student, is encouraged to participate in learning the language. Additionally, we had international volunteers support and assist our local teachers in the class. That is really great for our students to have a chance to hear and speak English with foreign teachers. We mention the above to prove that KKO are strongly committed to fulfilling our mission to offer English language education to the highest standards to our students.



Kelly Vrydaghs, our volunteer with great teaching background from the US was teaching in the class with our teacher.



Maneth, our teacher, was monitoring the class while the students were doing pair-work.



Fraser Lamb, our volunteer from UK, was helping checking student's work in Let's Go 1 class.



Our volunteer, Debbie Benoit with great teaching background from the Canada, was teaching in the class with our teacher, Toeng.



Our students were sitting in circle and playing ELS game called "Hot Ball".



Our students were doing group work assigned by our teacher.





Yara Helm, our one-year-volunteer from Germany, was helping teaching the two students who were more advanced than other students in their class.



Our great teacher, Toeng, was leading the students playing English educational game outside the classroom.



Our students were asked to do dictation work outside the classroom to have more space between each seat.



Our students of Let's go 4 were taking the midterm exam.



Our students of Elementary class were taking the midterm exam.





A few pictures of Certificates of Appreciation Giving Celebration to the best three students from every class in October, 2024.



Five day teacher-parent meetings in September, 2024. Education does not go well without the support from parents and the community. That was also the time that we informed all the parents about "3 USD Parent Monthly Donation".





Regular cleaning activities inside the classrooms and in the school's compound helped by our teachers and students.

We played a lot of Cambodian Traditional games.



We danced to a lot of music.



Khmer New Year celebration at KKO in April, 2024.



We ate and cleaned together at the end.



It was the time which is full of Joy, Fun, Smile, and Solidarity.



# Staff Capacity Building



Eight internal and external teacher workshops in 2024. Each workshop focused on the new teaching techniques and activities shared by long-experienced teachers, and experts.

In 2024, we continued to provide teacher training and workshop for our teachers which conducted by teaching experts internally and externally. Moreover, our staff and management team also joined a lot of workshop and meetings organized by Siem Reap NGO’s network, private businesses, and the government on the topics of new criteria for taxation law, latest NGO’s law updates, and advocacy enhancement between partner’s organizations, and between NGOs with Government on the sub-level and national level. Capacity building for each of us is the vital root to reach the high quality of education, work, and to be recognized by public.



Mr. Sarith Bin, the KKO’s manager, joined Civil Society Forum to exchange the information, challenges, and progress between national state officer and the NGOs in Siem Reap in September, 2024.



Our administration and accounting officer attended the workshop about understanding the latest updates on tax laws.



Mr. Sarith Bin, the school manager of KKO attended SEST’s meeting (How NGOs working in educational sector support the education of government’s school in Siem Reap.

## Staff Capacity Building



Mr. Sarith Bin, the KKO's manager, joined the meeting to exchange the information, challenges, and progress between Siem Reap provincial governor and the NGOs.



Phary, Sarith, and our management's assistant volunteers, joined the Collective for Good meeting. Collective for Good is a group of organizations, social enterprises and ethical businesses in Siem Reap, Cambodia practicing responsible, sustainable tourism.



Sarith Bin, our school manager, attended the meeting invited by American NGO who is doing research on Civil Society Work in Siem Reap. KKO and some other NGOs shared a lot of good practices and challenges as the representing all NGOs in Siem Reap.



# Amazing Girls

Unfortunately, gender inequality remains a significant issue in Cambodia. Girls and women continue to face oppression, and access to higher education or leadership positions is often out of reach. The Amazing Girls Project (AG) aims to change this by helping to shape a brighter future for young girls in Cambodia. Currently, nine girls and young women are participating in the project, and we meet every two weeks on Sundays for two hours. The project has completed a year full of new experiences, workshops, and a great deal of newly acquired knowledge. The participants have learned a lot about themselves, reflecting on their strengths and weaknesses, as well as their dreams and aspirations. A highlight of the year was our closing workshop, where, in addition to great team-building activities and delicious food, we had plenty of time to learn together and discuss where our shared journey should lead in the upcoming year. There were many great ideas and wishes, and we hope to be able to realize many of these dreams this year. It has been, and continues to be, a pleasure to watch everyone learn and grow, and we are looking forward to another year together.

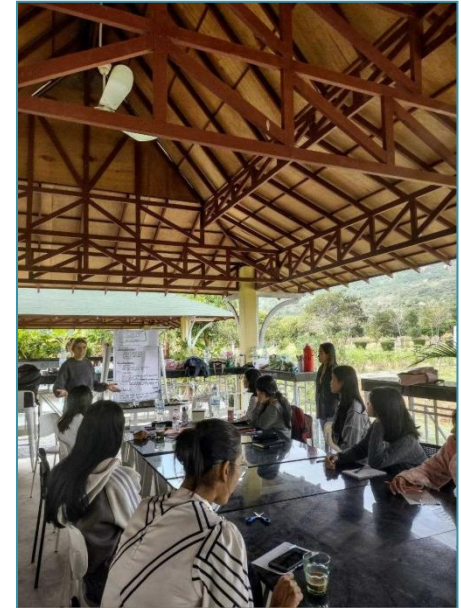


Our Amazing Girls Class happened at the weekend and took place inside the school and sometimes outside the school where our girl's members enjoyed learning and the surroundings view at the same time.





One full day workshop with our girls in December, 2024 to define the personal SWOT (Strengths, Weaknesses, Opportunities, and Threats) of the girls and the SWOT of the Amazing Girls Program itself.





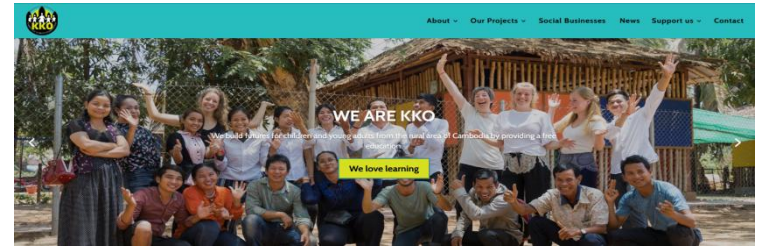
# Marketing work

## Off Track Tours (KKO's Social Enterprise)

We had an average of 7.5 bookings per month with 600 USD profit made in 2024 from our Off Track Tours. This figure is slightly better than 2023, where there were only 6 bookings per month. But still less in income and profit. This profit will support KKO's school in 2025. Based on experts, Cambodia will expect to receive more international tourists in 2025 compared to 2024. However, the tourism businesses in Cambodia and especially in Siem Reap will continue to be more competitive as more new entrants enter the market. Our plan to face this challenge is to target groups through our online marketing. We have already registered our business on Getyourguide, Viator, and TripAdvisor and will look to utilize other platforms. Additionally, we have also distributed our flyers to 80+ hotels and restaurants to support our online marketing.

## Fundraising Work

In addition, we are working hard with friends, former volunteers, existing sponsors in order to get donations to fill the shortfall in budget for 2025, of 7,791 USD. We continue to look for potential donors who are committed to fund our school for long term period. Through this annual report, we kindly ask all friends and sponsors help support us financially and inform others about our shortfall for this year.



## We are Khmer for Khmer Organisation

We are a Cambodian non-governmental organisation providing free and sustainable education to disadvantaged children and young adults. Our lovely school is located in the rural area of Chreav Commune, Siem Reap, where we teach 300 students in English and sewing training every day.

Founded in 2009 we rely on 10 years of experience in teaching and guarantee a high-quality English education – free of charge, of course! But we are more than just an English school: We empower our pupils, trainees and staff in confidence, creativity and openness to create courage, independence and opportunities in their lives. All our teachers are Cambodian and trained by ourselves. We are passionate about what we do, because we love learning.

### HELP US TO BUILD FUTURES



Help us keep our school and educational projects running and thereby impact the lives of so many Cambodian families. Monthly giving is the best way to support our mission. With a commitment of only 10 USD a month, you enable our 6 teachers to teach 300 students in English and sewing 5 days a week. Our work would not be possible without our generous partners, donors, family members and you. Become a sponsor now!

Become a sponsor



#### OFF TRACK tours

The total profit of OFF TRACK bicycle, motorbike and trekking tours goes to our school and educational projects. That's how travellers from all over the world help us to reach our goals. Support us, book a tour and travel smarter!



#### Khmer for Khmer

Learn more about our story and the mission of our educational projects. Meet our teachers, our Cambodian management team and the whole KKO family



#### Become a sponsor

KKO needs your help! By donating only \$10 per month you can help us secure our educational projects in the long term. Learn more about our sponsoring program and the impact of your donation.

### NEWS



#### Sewing Class after Five Months



#### Meet Richard Kroeger, Our Long Term Volunteer!



#### Teacher-Parent Meetings



#### The Second Exam of Sewing Course

**About us**  
 Khmer for Khmer Organisation has been a registered social and governmental organization with the Cambodian Ministry of Interior since 2009. We help children and young adults from their local areas by providing a free education.

**Our location**  
 Chreav Commune, Siem Reap  
 Kingdom of Cambodia  
 +855 9391 912 #K43  
[www.kkookg.org](http://www.kkookg.org)

**Follow us**  
 Facebook, Instagram, YouTube

# Personal Stories



**Oeun Sophea, KKO's Former English Student**

Sophea finished her English class at KKO a year ago when she graduated her high school degree at the same time. Her life has since changed a lot. She used to train in Cambodian Apsara dancing at a local traditional dancing school and has become one of great dancers in the team. Sophea had a chance to travel and perform dancing in Thailand last year which was the first time in her life going abroad. Sophea often gets in touch with KKO's school manager and she told him that without good English language skills, she might not of got the opportunity to perform in Thailand. Most of organizers that hosted the event only spoke English to her and the team. What is even greater! Sophea also showed up as a fashion model in Thailand at the same event. More incredibly, she has recently showed up on Khmer classic movies. "I'm very talented in art, but English skills that she got from KKO has created better chance for her life." Sophea said.



**Malyneth, one of the best students in Amazing Girls Cambodia**

My name is Malyneth. I have been part of the Amazing Girls for quite a long time now. First of all, I would like to say thank you for letting me join this program. This program has taught me to become a better and stronger person than I have ever been. During the lessons, I met a lot of amazing girls who are sweet and helpful. We all worked together as a team, sharing knowledge. I have learned what I was missing so far. I have learned from my mistakes and am becoming better step by step, every day. I am now able to

understand what I want in my life and what I need to fulfill throughout the process. I used to be someone who was introverted and silent. But now, I feel free to share my weaknesses and strengths with my team or my teachers. They are really understanding and comfort me with love and kindness. My team and I had the chance to visit many places in 2024, which was also part of the program where we had to present our homework individually. It really helps us become more independent and able to think and write lessons by researching more. Our speaking and listening skills are also getting better and better.

- In conclusion, being part of the Amazing Girls is one of the best decisions I have ever made. I really hope that this program continues running long-term, so not only my generation can learn, but all generations can also be able to learn and fulfill their dreams.



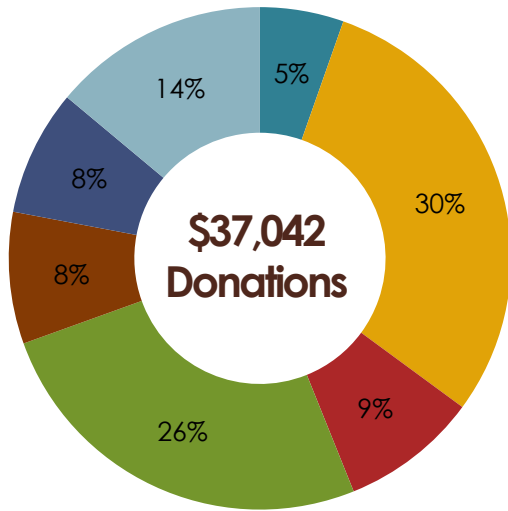
**Lay Chenda, one of the best students in Amazing Girls Cambodia**

The biggest lesson I learned last year was to never give up. Sometimes life was hard and dreadful that I lost hope in continuing, but receiving guidance and hearing stories from other members helped me realize that I'm not alone. To achieve something requires effort, which is inevitable.

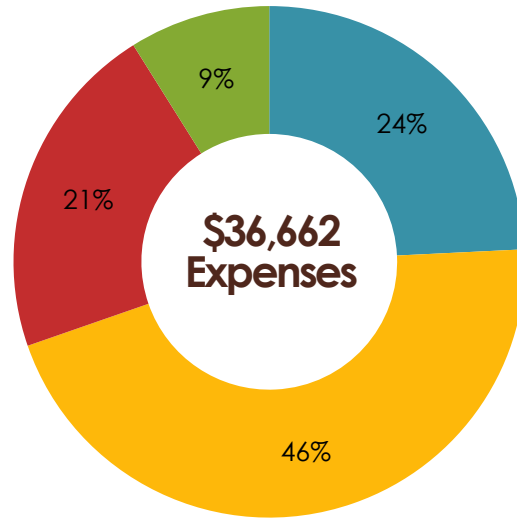


# Financial Review 2024

**Income 2024**



**Expense 2024**



**Donation income 2024/ Details**

- Opening balance - 1,996 USD
- KKO Förderverein Germany- 11,000 USD
- Amazing Girl programm- 3,270 USD
- Richard Kroeger - 9,477 USD
- KKO Cambodia Sponsorships - 3,140 USD
- Albers Schmuch e.K. (PLATINITY) - 3,000 USD
- Other Donation - 5,159 USD

**Expenses 2024/ Details**

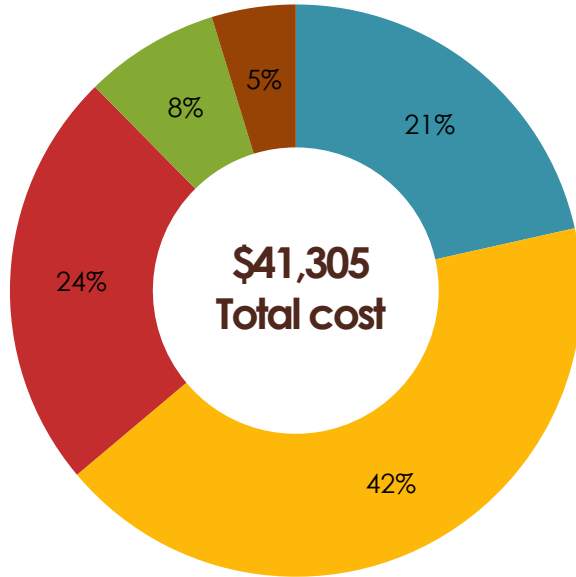
- Office Salary - 8,880 USD
- School Salary - 16,665 USD
- Operational Cost - 7,847 USD
- Amazing Girl program - 3,270 USD

**Financial Overview (A few activities were not implemented to reduce the cost from the budget / Total donation income and expenses 2024**

Opening balance + Donations 2024	<b>\$37,042</b>
Total costs 2024	<b>-\$36,662</b>
<b>Ending balance 2024</b>	<b>\$380\$</b>

# Budget for 2025

**Expense 2025**

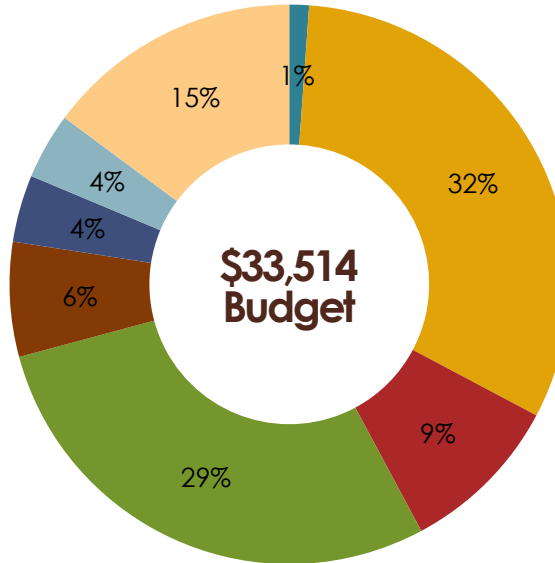


**\$41,305  
Total cost**

**Expenses 2025/ Prognosis**

- Office Salary - 8,880 USD
- School Salary - 17,500 USD
- Operational Cost- 9,810 USD
- Amazing Girl programm- 3,155 USD
- Contingency budget- 1,960 USD

**Budget 2025**



**\$33,514  
Budget**

**Budget 2025/ Prognosis**

- Opening Balance- 380 USD
- KKO Förderverein Germany- 10,600 USD
- Amazing Girl programm- 3,155 USD
- Students' Parents donation - 9,600 USD
- KKO Cambodia Sponsorships- 2,220 USD
- K.K.O Off Track Tours donation - 1,300 USD
- General Donation Income - 1,284 USD
- Albers Schmuck e.K. (PLATINITY) - 4,975 USD

**Financial Gap: - \$7,791**

**Budget prognosis 2025/ Expenses, income, and financial gap**

Opening balance + Donations 2025	<b>\$33,514</b>
Total costs 2025	<b>-\$41,305</b>
<b>Ending balance 2025</b>	<b>-\$7,791</b>



# Our priorities for 2025

## Educational Activities

The first and most important thing is strongly focusing on doing fundraising as our financial gap for 2025 is still very big. We are trying as much as possible to reach more sponsors and donors. Through this annual report, we would like to call for donations from our friends, former volunteers, and existing sponsors to help by continuing your sponsorship or increase your donation to KKO as our cash flow will only safely run until September, 2025. We still need more donation of **7,791 USD** for this year.

Moreover, we are going to sustain our quality of English teaching and our Amazing Girls students. We have 340 children who come to KKO's school daily. That is a tremendous amount of students for a small local school like KKO. We are committed to keeping and improving our ongoing and endless training for teachers. We want to make sure that all the children reach a high quality of education.

In addition, we are looking for extra donation to support the scholarships for 4 members of Amazing Girls Cambodia who are going to the university studies currently. It costs about 600 USD per year per student for university fee and this scholarship fee is the extra donations we are looking for as it is not included in our budget plan for 2025. We gratefully welcome any amount of donations from sponsors if you are willing to support our girls for university studies.

# Partners & Supporters



Again, we still keep saying that we can never forget to say thanks to our friends, former volunteers, and sponsors who have supported KKO in term of finance and knowledge for many years. We vigorously believe that all of you will continue to support us and spread our mission to other people around you. We will not be able to keep up our work without your support for sure!



A group picture of our staff during Khmer New Year's Celebration

## Volunteers in 2024

21 international volunteers from Germany, Australia, Canada, UK, the US, Norway, France, and Japan. We gratefully thanks to:

Richard Kroeger, Louisa Mayer, Michael Schneider, Fernando Franzen, Carl Frederik Vagt, Richard Lauriston, Yara Helm, Max Matthews, Michael Alan Benoit, Debbie Benoit, Mana Diaku, Andrea Winsnes Hillesund, Toby Straw, Ollie Pearce, Hannah Pruett, Rebecca Gonzalez, Fraser Robert Lamb, Tara O'Keefe, Baptiste Germani, Alice Woellwarth, and Bethan Lilley.

## Partner Organisations

Vereinigung Junger Freiwilliger e.V. (VJF), ConCERT Cambodia, HIVE (CVF), Siem Reap NGOs Network, Amazing Girls of the World, and Förderverein der Khmer for Khmer Organisation e.V.





# Khmer for Khmer Organisation