# Trailblazer Foundation

## Development Through Empowerment



## Annual Report - 2010

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## THE TRAILBLAZER FOUNDATION

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#### Message from Trailblazer Foundation Board President



Dear Friends of the Trailblazer Foundation:

I am proud to present to you the Trailblazer Foundation 2010 Annual Report.

The report summarizes the highlights from Fiscal Year 2010; an amazing year for the Trailblazers in which we maintained and in some areas expanded our programs despite a significant downturn in the national and global economy.

We continued our mission of providing training and appropriate technology to empower rural villagers to create their own projects for healthy families, sustainable food production, and sustainable incomes.

The Trailblazer Foundation programs are designed to implement and support our philosophy:

#### "Development Through Empowerment"

In 2004 Scott and Chris Coats, the founders of the Trailblazer Foundation, began working in the remote Cambodian Village of Sras and have now expanded to projects in 40 villages in the Siem Reap Province and other provinces in the area of the ancient Angkor Wat Temple complex. Many of the Trailblazer's projects focus on women and children. These projects are often the key to improving the quality of life and livelihood for everyone in the village.

In the following report we present a brief history and accomplishments for 2010. Also we describe the organizations, mission and guiding principles as it relates to our core functions of assisting in implementing sustainable development for rural communities of northwest Cambodia.

The Annual Report also provides an overall picture of the Trailblazer implementation frame work, where we are and where we are heading. Also enclosed are the annual income and expenditures since 2004 and detailed financial statements for 2010. We hope this information will be helpful to you in assessing the effectiveness and responsibilities involved with the Trailblazer organization.

#### Example 2010 Programs

The following are a few example projects that were accomplished by the amazing field staff in 2010:

- The biosand program is now serving over 70,000 people this includes approximately 49,000 Cambodian school children in 134 schools who now have access to clean water through the water well and bio-sand water filter program,
- Completed a new Kindergarten School and kitchen to support the Women's Development Center. This school provides pre-school and kindergarten education for the children of over 2,000 women served by the WDC currently 59% girls, 41% boys,

- Completed another Primary School for the village of Ta Trav that will serve about 480 students in that area,
- Established 4 new village based micro-loan programs,
- Trailblazer was a happy recipient of the Hotel de la Paix bags and bicycles annual program in Siem Reap. This year the hotel was able to provide 510 bags and bicycles to a number of NGOs in the Siem Reap and Phnom Penh areas.
- Distributed over 100 bicycles for school children to travel to regional post elementary education schools and for villagers to travel to local employment opportunities,
- Helped established a boys and girls International Scout program and distributed over 100 Scout Uniforms,
- Provided almost 50 sewing machines for the Women's Development Center and Production Group Centers (PGCs) in Siem Reap Province,
- Performed a BioChar agriculture research project with the United Kingdom BioChar Research Center in Edinburgh, Scotland,
- Expanded the drip system irrigation and vegetable nursery program,
- Completed a second International Rotary Grant which provided 150 biosand water filters, 60 wells, 2 new motor bikes, and an array of materials and supplies for a livestock program,
- Expanded Mosquito nets distribution the water and nets program have resulted in a significant reduction in infant and child mortality,
- The Trailblazer Cambodia Organization, (an indigenous NGO established by the Trailblazers), continues to expand, independently initiating and delivering programs in the local area.

These projects and others are described in more detail in the attached annual report and in our quarterly newsletter.

The Trailblazer's work continues to receive international attention including being selected by the SeeYourImpact (SYI) organization <u>www.seeyourimpact.org</u> to be one of the four original International Non-Profit Organizations (INPOs) featured on the opening page of the website. SYI was developed by a founder of Facebook and provides a way for donors to receive a specific picture and report demonstrating how their donation was used. On CNN Apolo Ohno called See Your Impact "the future of philanthropy."

#### Future 2011 Programs

In 2011 the Trailblazers will be expanding the biosand, water well, bicycle, and agricultural programs. The Trailblazers will also be establishing a biosand water filter operation into LAOS. Other projects include building another elementary school and a library to serve the students in that area. Trailblazers will continue to work with and support 2 new Women's Development Centers in NW Cambodia.

Another major program for 2011 will be to distribute over 1,300,000 PUR Water Sachets for the Floating Villages of Tonle Sap Lake and other remote villages. This will provide over 13 million liters of clean water for several thousand families that live on floating homes on the lake.

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In 2011 I will assume the role of Board Secretary and Treasurer for the Trailblazer Foundation. A major responsibility of the new role is to be more directly involved in fundraising for the Trailblazer Foundation. Any ideas or support or ideas in this endeavor will be highly appreciated!

As always, we need more volunteers and active board members. As you read the report, think of areas where you might want to become involved. We have many areas that need more attention and time.

On behalf of the entire Trailblazer staff and board members I would like to thank you for your interest and support. Your involvement is the fuel that keeps us moving forward to make the Trailblazer Foundation a sustainable organization serving the rural residents in Cambodia and Laos.

Sincerely yours,

Robert J. Youngberg, President, Board of Directors, The Trailblazer Foundation

#### Message from Trailblazer Foundation Executive Director



Dear Friends and Supporters,

Trailblazer Foundation is very fortunate, especially in these economic times, to maintain incredible support for its mission and projects from individuals, foundations, businesses, and granting organizations from around the world.

The overwhelming support in 2010 allowed us to expand services into the districts of Puok and Prasat Bakong, bringing water and hope to hundreds of new villagers. Our bio-sand water filter and well programs continue to provide access to and potable water for thousands.

Our second International Rotary Grant is nearly complete. It provided for 150 bio-sand water filters, 60 wells, two new motorbikes to facilitate our teams getting into the remote areas we work, an array of materials, supplies and livestock for our Agricultural Program, and the ancillary items for the Kindergarten school we constructed in Phlong Village.

The Kindergarten is our fourth government school, the first of its kind in Angkor Thom District. This three classroom school accommodates 90 students per session between the ages of 3 to 5 years old. Currently there are 60 students: 35 female [or 59%] and 25 male. This Kindergarten supports the Cambodian Ministry of Women Affairs, Women's Development Center [WDC] which serves over 2,000 females in the surrounding four villages. Now these women have a safe educational setting for their children and are able to take advantage of the numerous vocational training opportunities offered at the WDC. We are honored to participate in this district initiative and have been asked to support two other WDCs with 20 more sewing machines and 20 weaving looms.

Our Agriculture team stayed busy working to increase food securities of isolated subsistence farmers, training them on composting and fertilizing techniques to enhance their capacity to achieve self-sufficiency and an improved quality of life. Through the use of appropriate technology [drip irrigation systems] farmers increased crop yields while conserving water. Trailblazer's test garden produced and harvested yields of cucumbers, long bean, eggplant, lettuce, squash, soybean, morning glory, and has begun mushroom production.

All six of our Trailblazer Foundation Board of Directors has important skills which support our continued growth and provide the oversight required for a grass roots organization. Trailblazer's Advisory Board members bring invaluable insight and advice to complete our team. We always welcome those interested in becoming an Advisory Board or Board member to enhance our skill sets, provide advice and continually strengthen our team.

February 28, 2010 was the inauguration of our third primary school in the village of TaTrav. We had Trailblazer Board members and Rotarians from the USA and Canada in attendance.

This new school building serves 480 students. The old wooden school structure had classrooms deteriorating due to termite damage. The safest of those classrooms are being used for Junior High level classes for the surrounding neighboring villages until a Jr. High building is constructed.

It is, and always has been, the mission and goal of Trailblazer Foundation to build upon selfsustaining programs which promote community and individual growth, and which implement appropriate technologies and empower the individual. Because of the exciting growth we've experienced, and the demand for additional projects, our staff grew by three in 2010, making a total of ten Khmer staff.

There is still much work to accomplish and funding is consistently needed to support our efforts. Please visit Trailblazer Foundation's website for more information, updates and photos of projects. We hope you will continue on, as or join the team, as Ambassadors of Trailblazers. Together we can keep the development through empowerment process going.

Thank you.

Best regards,

Mais Coato

Chris Coats Executive Director Trailblazer Foundation

## The Need for Water / Affects of Bad Water





**Problem:** In Cambodia, 1 in 7 children die before the age of 5 from preventable diseases such as typhoid, malnutrition, malaria, dengue fever. *\*Care International statistics 2004 in accordance with the Cambodian Department of Public Health.* The common denominator in many of these diseases is waterborne illness.

**Solution:** One of the easiest ways to combat poverty and disease is to provide access to clean water sources. Access to safe drinking water is the foundation for the issues of health, education, food, livelihood, and gender equalization. Trailblazer provides wells and bio-sand water filters to rural villagers.

Wells are greatly needed in the countryside. Most villagers use and transport water from long distances from deep holes in the ground. Wells allow women and children, traditionally responsible for water collection, to collect water more quickly and easily. Having a well remedies one initial problem: access to water. Once a villager has access to a convenient and an ample water source they can begin to think beyond basic life-sustaining capacities. A well provides villagers the ability to irrigate gardens or create fish ponds, whereby improving their food supply, ultimately their health, and creates the opportunity for income from the sale of excess provisions.



Our bio-sand water filters have the immediate impact of reducing water borne related diseases, alleviating human suffering due to sickness, death, lost employment, and the hardship of losing loved ones as a result of drinking contaminated water. Women spend less time caring for the sick and as a result have more time to pursue economic sustainability through small business or gardening. Children have more time for education.

It is our goal that one in every three to five families in rural villages are provided a well as a consistent source of water, and bio-sand water filters to ensure the water is potable. All wells and bio-sand water filters are recorded with GPS locations. Bio-sand water filter recipients receive training in their indigenous language, Khmer, regarding use, maintenance and proper water storage techniques, along with basic hygiene and sanitation practices.



## History Overview and 2010 Highlights



Trailblazer Foundation was incorporated as a 501(c)3 in April 2004. Since then, the foundation has run highly successful programs in rural villages of Cambodia. These programs are guided by our Mission:

## By providing training and appropriate technology, we empower rural villagers to create self sustaining programs

Our focus includes water projects, school construction, and community based development in order to foster healthy families, sufficient food and sustainable incomes.

We strive to preserve the cultural integrity of the villages we work in by using a participatory model of community-based development. This model allows the villagers to identify their needs and empowers them to work in partnership with us to find sustainable solutions to their most pressing needs.

Cambodia suffered the devastating effects of genocide during Pol Pot's Khmer Rouge regime (1975-79). Several million people, 20%-25% of the population, died as a result of mass executions and starvation during the regime. Educated people were systematically eliminated, especially doctors and teachers. At the end of the regime all but 40 of 4,000 Cambodian doctors had either perished or fled the country, compared to an average of 250 doctors per 100,000 serving USA citizens.

All of this took place in a country already confronted by drought conditions 4 to 5 months of each year and flooding during the monsoon season the other months of the year. Cambodia's economy and infrastructure were left in tatters and as a result, Cambodia's recovery has been slow and difficult. Access to water and sanitation, an adequate food supply, education and economic opportunity is a challenge millions of Cambodians continue to face every day.

Siem Reap, Cambodia is one of two provinces in the country identified by the Cambodian Government and the *World Food Program* as significantly poor and food insecure. The percentage of children under 5 years old in Siem Reap who exhibit stunted growth rates is greater than the Cambodian national average [*UNICEF Cambodian Nutrition Investment Plan 2009*]. Many people we are working with now have access to water, education and vocational training opportunities, but their food supply remains tenuous and they often subsist for several months of the year on food with inadequate nutritional value.

In 2010 our team drilled 122 wells and constructed and installed 276 bio-sand water filters.

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Average Village	• •		Number of Bio-Sand Water Filters	Tatal
Population	Size	Number of Wells	FILLEIS	Total
1,200 or 200 families	6 members	122 @ \$120/each	276 @ \$50/each	
		*Based on 3 Families per Well	*Based on 3 Families per Bio- Sand Water Filter	
Total Cost		\$14,640	\$13,800	\$28,440
Cost per Person			Divided by 1,200	\$23.70

2010 Cost per	Water Program	Beneficiary -	Using Average	e Village Size
	mator i rogram	Dononary	oonig / totag	o Thiago Oleo

To date, we have drilled 230 wells and approximately 1,800 bio-sand water filters have been installed in over 60 villages. Approximately 49,000 Cambodian school children in 134 schools [with an average population of 350 to 480] and 21,000 individuals now have access to clean water through the installation of bio-sand water filters.

In 2004 Sras was identified as the poorest village in Angkor Thom District. Residents had no access to potable water; 79% of men and 92% of women were illiterate; only 18 out of 600 children ever attended school; and water borne diseases like malaria, dysentery and dengue fever were claiming the lives of individuals every day. Sras had received no international aid and villagers had little hope for rising above the *World Bank* poverty definition of "the poorest of the poor." Using the same model of participatory community-based development used in Sras Village, Trailblazer works in partnership with the rural people of Angkor Thom, Puok and Bakong districts to improve living conditions and achieve sustainable economic development.

We have found that empowerment and equitable participation of the villagers is key to the success of their sustainable outcomes. We are directly involved in 16 rural villages that are in our project implementation area which we continually maintain, monitor and evaluate, touching the lives of over 19,000 residents. There are numerous other villages that have received direct impact through distribution of our bio-sand water filters and/or installation of wells, but of which other organizations are responsible for the maintenance and monitoring.



#### Program Status / Implementation Model



Thirty-six percent of Cambodians live below the poverty line, 20% live below the food-povertyline and cannot meet the minimum food requirements of 2,100 calories per day. Ninety-one percent of those who live below the food poverty line live in rural areas and spend 65% of their total expenditures on food. *\*World Food Program Executive Board Report June 2007.* 

**Problem:** The average wage of rural villagers in Cambodia where Trailblazer is working is less than 25¢ a day, or less than \$2 USD a week, leaving little opportunity for economic advancement.

**Solution:** Local labor is employed whenever possible. Education and vocational training opportunities are supported by Trailblazer funds. Our effective implementation of community-based development projects is a long-term solution to alleviating poverty and increasing their quality of life in a sustainable manner.

Many of the rural villages in Siem Reap Province had little to no access to international aid prior to Trailblazer Foundation's arrival. The result was residents of these villages suffered a high rate of disease, illiteracy and other devastating effects of lack of water, sanitation and food. Being the first to go into villages where there were no other Non-Government Organizations (NGOs), is a true definition of "trailblazing".

But our definition of trailblazing goes much deeper. Our bottom-up approach to sustainable projects: i.e. villagers identify their greatest challenges and possible solutions, which in turn sets the agenda for Trailblazer projects. This ensures the villagers are invested in the successful outcome of the project. Trailblazer locates the villages in which we work via a government village-based development process. Through this government process we are invited to attend annual District meetings and are provided with lists of identified needs per commune. We review these lists and make temporary agreements to provide specific project support that is within our capacity, and as funding permits.

Once we arrive within each identified village we then work within the context of the Cambodian and village culture, establishing trust, fostering relationships, and supporting the village infrastructure. Trailblazer works with village, commune and district level officials on a community development plan to address growth and meet the on-going needs identified by villagers. Additionally, because we work within the government development process our project activities can be tracked, monitored and documented by the government for inclusion in their reporting. These reports substantiate the impact Trailblazer has on improving health, economic status and quality of life.

Empowerment and equitable participation of the villagers is key to the success of their sustainable outcomes. Using the success of our work in Sras Village, our pilot model, we are replicating this community-based development model in the surrounding region within Siem

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Reap Province, touching the lives of thousands. We emphasize the need for sustainability in order to reduce the need for ongoing international aid and ensure that during the monsoon season when they are most isolated, they are able to be self-sufficient. Agriculture accounts for 31% of Cambodia's gross domestic product, *\*Economic Institute of Cambodia survey, February 2006.* Therefore, our agriculture program introduces a low tech drip irrigation system to rural farmers to give them the ability to grow more produce, enhance their nutrition and cultivate their economic situation.

Each donation is meticulously documented for each recipient with periodic follow-up as to the project's status. As part of our own maintenance and evaluation program, survey data collected on wells, water filters and drip irrigation kits distributed includes: basic economic status; health condition; family size; location; as well as identified agriculture output for that program. Results are used to improve our implementation methods for greater success of our projects. Educational benefits that have been provided to the rural farmer, business owner or recipient can be measured by economic and health data, along with photographs which document the success of their project and/or business.

We pursue projects that emphasize basic needs, health and sanitation, education and vocational training, and which use appropriate technologies. As the basic need of water is met, Trailblazer works with village leadership to establish or enhance a village committee structure. These leaders ultimately manage the sustainability of projects without the need for ongoing international aid. We encourage and mentor villagers to develop their own village bank fund, which is a village-run micro-loan program built to foster sustainable economic development. This bottom-up approach gives villagers ownership and pride and leads to permanent success.

Village Funds build capital for micro-loans that qualifying residents can access. The Village Finance Committee determines residents' eligibility based on their responsibility and ability to repay. These loans provide an opportunity for villagers that they did not have before, to advance their livelihood and exponentially multiply success, not only through economic growth, but by inspiring and motivating others to do the same.

To date, there are 54 active loans secured from the village funds of 11 villages. All loans are managed by the Village Finance Committee of those villages. The total capital amount for these 11 village funds in 2010 was \$2,524.00 USD, and \$277.00 was earned in interest revenue from a simple interest rate of 2%. Loans were made to qualifying villagers to purchase livestock, pay for medical care costs, buy rice, start up a small business, toilets, and for municipal improvements. This is significant in a region where 35% of the Cambodian population lives below the national poverty line of \$.45 USD per day, *\*UNDP Human Development Report 2009*.

Trailblazer provides training and oversight to Village Finance Committees for the management of their Village Fund. We also monitor loans by conducting routine audits and provide loan books to track savings and loan payments. Village Funds are a clear indicator of the economic health of the village as a whole and its ability to maintain economic sustainability, reducing long-term dependence upon international aid, and indirectly benefits every person in the vicinity of the village. All village request-based projects are designed to ensure sustainability in

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order for Trailblazer (external implementer) to eventually exit the stage and allow the village community (internal activators) to successfully and autonomously continue all endeavors.

Due to flooding and poor quality roads, rural villages are unreachable in the rainy season, July through December. This obstacle creates a period of full separation between the village and Trailblazer, except for telecommunication which is often unreliable. Without any outside assistance, Sras Village is one village in particular that has proven to be fully independent to manage its own community projects. Because of the relatively long duration of this period, the evaluation of village operations after the rainy season helps to illustrate sustainability trends for longer periods to come when Trailblazer has transferred to a role of support-as-needed.

Illiteracy rates in rural villages average 92% for women and 79% for men. *\*World Bank statistics July 2006.* By constructing primary schools, Trailblazer has provided the opportunity for hundreds of children to learn. Females comprise nearly half the student population. When building schools, it is expected that students, teachers and villagers contribute. As part of the construction contract, we require that local villagers are given an equal opportunity to work on the project to earn money and learn valuable vocational skills.



Trailblazer Foundation pays only for the construction of a government school. We sign over the building to the Cambodian government who, thereafter, is responsible and provides and pays certified teachers. This agreement and process ensures the sustainability of the project and guarantees that each matriculating student receives a graduation certificate so they can continue on to secondary and higher levels of education.



Ta Trav Primary School



## 2010 Financials



#### Profit & Loss by Class January through December 2010

INCOME	
GENERAL FUND	
Interest Earned	20.58
GENERAL FUND - Other	90,837.52
Total GENERAL FUND	90,858.10
PROGRAMS INCOME	
Agriculture Program	
Garden	124.5
Livestock	1,581.00
Agriculture Program - Other	493.15
Total Agriculture Program	2,198.65
Cambodia Assistance	
Bicycle	3,535.00
Flip Flops	60
Women's Assistance	200
Cambodia Assistance - Other	1,037.50
Total Cambodia Assistance	4,832.50
School Construction	
Kindergarten	30,409.00
School Construction - Other	566.5
Total School Construction	30,975.50
Sustainable Development	
Sewing Machines	1,676.00
Weaving Looms	406
Total Sustainable Development	2,082.00
Water Project	
Filters	16,144.65
Laos Water Project	4,517.00
Wells	16,856.98
Water Project - Other	4,754.00
Total Water Project	42,272.63
Total PROGRAMS INCOME	82,361.28
TOTAL INCOME	173,219.38

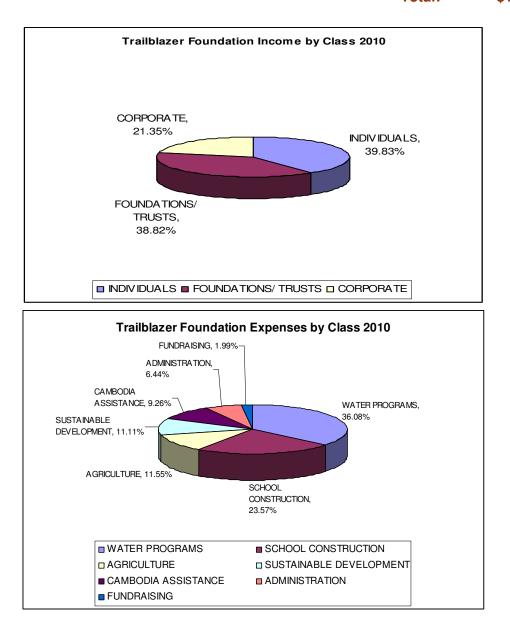
#### CONTINUED EXPENSES

FIELD OFFICE EXPENSES Field Operational Costs Bank Fees Insurance - Medical Transport Expenses (Fuel, oil, etc) Field Operational Costs - Other Total Field Operational Costs	152.71 1,224.72 100.00 126.00 1,603.43
FIELD OFFICE EXPENSES - Other Total FIELD OFFICE EXPENSES	6,500.00 8,103.43
FUNDRAISING EXPENSES Advertising (Newspapers, Radio, Etc.) Events Postage Printing/Brochure/Newsletter Subscription Fees (EmailNow) Total FUNDRAISING EXPENSES	172.70 216.78 318.61 629.48 682.77 2,020.34
GRANTS OUT Trailblazer Cambodia Org. (TCO) Total GRANTS OUT	94,138.11 94,138.11
HOME OFFICE EXPENSES Bank Fees Wire/WU Fees Bank Fees - Other Total Bank Fees	216.00 46.20 262.20
Communications/internet/phone Miscellaneous Operating Costs Office Supplies Payroll Expenses Postage, Shipping Professional Fees	533.99 3,297.11 836.82 31,258.94 189.45
Accountant Total Professional Fees	2,332.26 2,332.26
Utilities (TF home office) Website HOME OFFICE EXPENSES - Other Total HOME OFFICE EXPENSES	1,200.00 933.41 0.00 40,904.18

#### CONTINUED

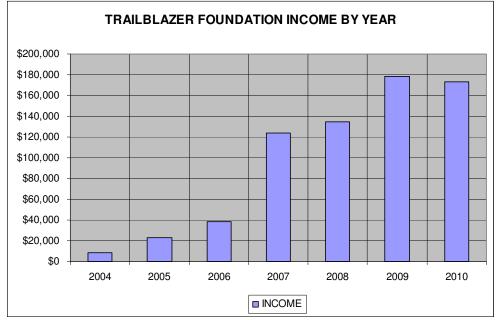
PROGRAMS EXPENSES Agriculture	
Garden Livestock Agriculture - Other	1,288.00 1,380.00 2,500.42
Total Agriculture	5,168.42
Cambodia Assistance Mosquito Nets Cambodia Assistance - Other Total Cambodia Assistance	1,500.00 210.00 1,710.00
School Construction Kindergarten Ta Trav School Construction	523.22
Inauguration Total School Construction	1,092.50
	1,615.72
Water Project Filters Lao Water Project (Ting) Wells Total Water Project	1,775.00 76.50 3,270.00 5,125.50
Total PROGRAMS EXPENSES	13,615.64
TOTAL EXPENSES	158,781.70
Net Income	14,437.68

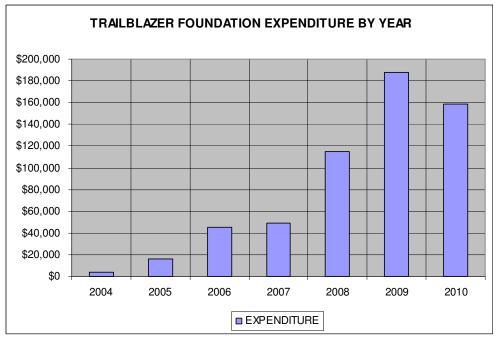
THE TRAILBLAZER FOUNDATION – INCOME AND EXPENSES			
<b>INCOME BY CLASS 2010</b>		EXPENSES BY CLASS 2	<u>010</u>
INDIVIDUALS	39.83%	WATER PROGRAMS	36.08%
FOUNDATIONS/ TRUSTS	38.82%	SCHOOL CONSTRUCTION	23.57%
CORPORATE	21.35%	AGRICULTURE	11.55%
Total:	100.00%	SUSTAINABLE DEVELOPMENT	11.11%
Total:	\$173,219.38	CAMBODIA ASSISTANCE	9.26%
		ADMINISTRATION	6.44%
_		FUNDRAISING	1.99%
-		Total:	100.00%
		Total:	\$158,781.70



		LAZER FOUNDA	ATION
	INCOME BY YEAR		EXPENDITURE BY YEAR
YEAR	INCOME	YEAR	EXPENDITURE
2004	\$8,786.42	2004	\$4,029.86
2005	\$22,814.91	2005	\$16,099.83
2006	\$38,533.06	2006	\$45,535.34
2007	\$123,965.53	2007	\$49,399.53
2008	\$134,858.21	2008	\$114,617.92
2009	\$178,371.59	2009	\$187,414.86
2010	\$173,219.38	2010	\$158,781.70

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#### Supporters, Partners and Sponsors



Trailblazer Foundation has fostered numerous relationships to help support the village infrastructure. Other Non-Government Organizations (NGOs) are able to expand their presence and assist the villagers. We have networked with the following governmental ministries and NGOs to provide access to water, food, medical and dental care, schools, and educational and vocational training.

Cambodian Ministry of Education Youth and Sport Cambodian Ministry of Rural Development Department of Rural Water Supply Ministry of Woman Affairs GlobalMedic Rotary International Friends Without A Border National Office of Social Welfare British Schools Group Rotary clubs in the United States, Canada and Cambodia SeeYourImpact

Trailblazer Foundation is supported by numerous individuals, from all over the world, and businesses in Siem Reap, Cambodia. We owe all of them an immense amount of thanks.

Our Cambodian business supporters include:

The Villa Siem Reap Rosy Guest House Cool Corner Restaurant Sojourn Boutique Villas Peace of Angkor The River Garden Guest House Hotel de la Paix University of Nations The X-Bar Peace Café ConCERT Chili Si Dang Café Singing Tree Café Rose Apple Bed & Breakfast Molly Malone's Restaurant

## Trailblazer Foundation Leadership and Staff



#### Founders

Chris Coats, Co-Founder/Executive Director Scott Coats, Co-Founder/Project Director

#### **Board of Directors**

Robert Youngberg, President Pat Butts, Vice President Erin Youngberg, Vice President/Public Relations Meegan Moszynski, Treasurer Tom Barker, Assistant Treasurer Douglas Schultz, Secretary Jim Minton, Member Nicole Prater, Member

#### **Advisory Board Members**

David Wendt, Olivia Meigs Sara VanGenderen Lee Burbank, Barbara Herz Christine Denton, Warren Garber Nancy Pettus, Bill Pettus Mary Jo Lockbaum Jim Darwiche

#### Staff

Jeni Swink, Office Manager, USA

#### Siem Reap Office

Ung Chanrattana [Rattana], Director, Chep Malinin, Office Manager Srey Tethvorleak, Agriculture Specialist Sorn Kimsang, Agriculture Assistant Sorm Buntheum [Sothearos], Bio-Sand Water Filter Supervisor Seng Vichet, Bio-Sand Water Filter Crew Khoeun Khat, Bio-Sand Water Filter Crew Soung Chanta, Well Driller Sok Samnang, Well Drilling Crew Chhot Chhom, Well Drilling Crew