



Clean water, a human right
not a luxury

Strategic Plan 2025-2028 for Water, Sanitation and Hygiene

www.waterforcambodia.org

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Acronyms

BSF	Biosand Filter
iSSF	Intermittent Slow Sand Filter
M&E	Monitoring and Evaluation
MHM	Menstrual Hygiene Management
MOI	Cambodian Ministry of Interior
MRD	Cambodian Ministry of Rural Development
NGO	Non-Governmental Organization
ODF	Open Defecation Free
PDRD	Provincial Department of Rural Development
SDG	Sustainable Development Goals
UN	United Nations
WASH	Water, Sanitation and Hygiene
WFC	Water for Cambodia

1 Organizational Profile

1.1 Background

- Cambodia has a population of over 17 million distributed over 181,035 km². (Source: [World Population Review](#))
- 75% of Cambodia's population lives in rural communities. (Source: [World Bank](#))
- 66% of the population is aged between 15 and 24. (Source: [World Population Review](#))

Cambodia's Critical Access to Water

Although Cambodia has one of the fastest-growing economies in Asia, access to clean **water and sanitation remains a barrier for many families**, especially in the rural population. **Open defecation** contaminates nearby water sources, causing increased mortality and poverty. In addition, waterborne diseases remain a leading cause of death in young children.

UNICEF and World Bank statistics report that:

- The percentage of the rural population relying on unimproved water sources has decreased due to ongoing efforts to improve water infrastructure. In the villages that WFC works in 80% of the village population does not have access to clean water.
- As of 2024, the percentage of the total population of Cambodia practicing open defecation has dropped significantly but 70% of those living in the villages serviced by WFC still practice open defecation.

Cambodia is also **affected by climate** hazards, including floods, droughts, windstorms, and seawater intrusion, which impact the water, sanitation, and hygiene sector on the quality and quantity of water, and the physical infrastructure of water supply, sanitation, and hygiene systems.

- Cambodia is among the most vulnerable countries impacted by climate change; it ranked 14th in the Climate Risk Index from 2000 to 2019. (Source: [UNICEF](#))

Overall, safely managed water, sanitation and hygiene services are essential to better human health and improved quality of life in Cambodia.

1.2 The Organization

Water for Cambodia (WFC) was established in 2006 to improve health and save lives through the globally recognized WASH (Water, Sanitation and Hygiene) Program focusing on vulnerable communities living in rural areas of Siem Reap Province.

WFC is a Cambodian non-governmental (NGO), a non-profit organization without religious, political or governmental affiliation. It is registered with the Cambodian Ministry of Interior (MOI) under Registration Number 1857 N. Its headquarters office is in Siem Reap, in Northern Cambodia. WFC is also recognized as a 501(c)(3) charitable, tax-exempt organization in the **United States** (EIN 31-1630212).

WFC builds and installs **Biosand Filters (BSF)**, household units that produce clean drinking water directly from contaminated sources. BSFs are built by WFC staff in Cambodia using local materials. Over the past five years, we have added a comprehensive WASH approach, partnering with villages and schools to build latrines and reliable wells.

WFC also supports the community by leading **Hygiene Education Training**, providing hygiene kits, and organizing checks and follow-ups for up to five years after installing BSF/Latrines.

Our nationally recognized **Rikreay Water Testing Laboratory** regularly monitors WFC's filters and wells for quality and safety. In addition, the Lab does agricultural and food testing. Its services are also commercially available, providing an essential resource for other NGOs and businesses operating in the area. The income from the Lab offsets lab costs and helps to fund WFC projects.

WFC hosts **numerous groups of students and other visitors** from countries worldwide, including Newcastle University in Malaysia, Dwight School Seoul in South Korea, Manjursi and Whitley Schools and ITE in Singapore, Bridgewater State University in the US, Griffith University in Australia, among others. In addition, student groups go into the field with WFC staff and assist in installations, learning valuable lessons about rural life and sanitation conditions. In this way, WFC has contributed more broadly to global education and the WASH movement.

The growth of WFC has been made possible **by generous donations** from individuals and corporations and the support of grants from numerous sources in diverse countries. WFC's major international partners include Rotary International, SIF (Singapore International Foundation), JAD (Just a Drop), GIZ (the German Agency for International Cooperation GmbH), and USAID.

1.3 History

WFC originated in 2002 under the direction of Middletown, Rhode Island, Rotarian Gunther Hausen in the US. On a visit to Angkor Children's Hospital in Siem Reap, Gunther learned of the hundreds of children arriving at the hospital with preventable waterborne diseases due to the lack of clean drinking water. In response to the hospital's urgent request for help, Gunther began the Water for Cambodia project.

In February 2005, WFC was officially launched by hiring our first full-time staff members. By the end of 2006, a pilot project was completed with the installation of 50 biosand filters and two literacy classes that enrolled 50 students.

In 2007, the Siem Reap Water Quality Laboratory was established with funding from the Rotary Club of Tokyo Minato, Japan. This critical addition allowed the project to monitor filter effectiveness in providing safe water. Filter production increased with the addition of a field test technician, filter installation specialist, and funding from Rotary clubs from Edinburgh, Scotland, and Lyon, France. Over the years, the **water testing lab** has expanded its capacities thanks to additional equipment and staff training. In 2021 the Lab turned into a social enterprise, changed its name to Rikreay, and positioned itself as a sophisticated regional facility that provides physical, chemical, and microbial tests on water, food and soil.

By mid-2008, nearly 1100 BSFs had been built and installed. Later that year, the Rotary Foundation awarded WFC a \$300,000, 3-year grant that funded expanded production and installation of filters.

The story doesn't end at construction. In the early years, literacy training was needed, especially for adult women who may have had no opportunity for formal education. **More recently, the educational emphasis has turned to Hygiene Education.** Since 2018, WFC has consolidated its mission by focusing on a **comprehensive WASH approach**, partnering with villages and schools to build latrines and reliable wells and supporting them with Hygiene Education.

1.4 Vision

"Our vision is access to clean water and sanitation for all in Cambodia."

1.5 Mission

"Our mission is to improve health and save lives in rural Cambodia through clean water, sanitation and hygiene."

1.6 Core Values

- **Transparency** - We are transparent in our communications and actions. We maintain the highest level of integrity and honesty in all that we do within our organization and in how we interact with communities and other stakeholders.
- **Accountability** - We are accountable to all partners, stakeholders and, especially the vulnerable communities in Cambodia that we serve.
- **Respect** - We respect people of all races, ethnicities, religions, ages, gender expressions, sexual identities, primary languages and abilities.
- **Collaboration** - We seek to collaborate with others to maximize progress and impact toward common goals. We believe in partnership as a way to avoid duplication and harness the added value of WFC to the benefit of communities in Cambodia.
- **Innovation** - We continually assess how we work and what we can improve or add to our program to improve outcomes.

1.7 Team

WFC brings together skilled, passionate, dynamic and experienced staff who implement WFC programs to the highest possible standards. Bringing international and local experience, the team takes a long-term partnership approach to work with communities, building rapport and gaining trust, facilitating the smooth implementation of the projects.

The WFC Team consists of two bodies: the Operations Team, based in Cambodia, and the Board of Directors, based in the USA. These two bodies have distinct roles, with the Operations Team in Cambodia leading the management of the program. In contrast, the US Board of Directors is primarily responsible for governance. Being a lean organization, the two bodies work collaboratively and closely to shape the organization's future through strategy development, donor cultivation, fundraising and program implementation. WFC is committed to ensuring equity and inclusion within the workforce in the new strategy, including gender equity. WFC has demonstrated this by making the physical office space and working practices family-friendly/gender-sensitive with a day nursery and flexible working arrangements for our staff.

Operations Team in Cambodia	Board of Directors in the USA
<ul style="list-style-type: none">• Director of Operations – Mr. San Sophal• Admin and Finance – Mrs. Seya Anusamuny• RikReay Lab Manager – Mr. Heng RithySakk• RikReay Lab Tech assistant - Ms. Lun Povnita and Mr. Kiv Keo Minea• M&E + Q&C - Mr. Sin Sisovann• WASH Coordinator - Mr. Meas Samley• Community Mobilizer - Mr. Pan Sros• Project Officer-Vy Phanith• WASH Assistant - Mr. Hak Huch• BSF Installer - Mr. Chhe Sophoan• BSF Installer - Mr. Kong Hun• BSFs Builder - Mr.Pan Ty• BSFs Builder - Mr. Sou Toa• Office Assistant/Cleaner - Mrs. Sdueng Renn• Security - Mr. Chhorb Chharly• Security - Mr. Vie Vorn	<ul style="list-style-type: none">• International Executive Director- Dr. Lisa Van Hemelrijck• Chairman - Dr. Chris Van Hemelrijck• Secretary- Mr. Pat Burke• Co-Treasurers: Mr. Bob Aldrich and Mr. Henry Healy• Members:<ul style="list-style-type: none">Dr. Kevin CurryDr. Lynne HealyMr. Don NguonMr. Dan RezendesMr. Ron Winde

1.8 Impact to date

WFC is proud of our impact to date. From small beginnings, we are now a credible organization and a significant contributor to WASH for all in Siem Reap province. WFC has:

- Brought clean water and sanitation access to over 185,000 people in vulnerable communities in rural Siem Reap Province.
- Constructed and installed over 33,000 biosand filters
- Built over 1500 household latrines
- Built and installed 20 school double (male/ female) latrines
- Built 41 new wells
- Provided more than 40,000 hours of hygiene training
- Carried out more than 20,000 laboratory tests for water and food safety

1.9 Communications

- [Website](#)
- [Facebook](#)
- [Linkedin](#)
- [Instagram](#)
- [Youtube](#)

[Biosand Filters](#)

[Wells Construction](#)

[RYKREAY Water, Food, and Soil Testing Lab](#)

[Latrines construction](#)

[WASH Activities](#)

2 Strategic Plan 2025- 2028

2.1 Our Approach

WFC's approach remains focused on sustainability, community empowerment and long-term partnerships. Over the next 4 years, we will expand our efforts to ensure that access to clean water, sanitation and hygiene (WASH) is sustainable and inclusive, particularly for girls and boys through targeted MHM programs in schools. In addition, we seek to build awareness, skills and capacity within communities so that they can be empowered to maintain and secure their future WASH needs. Our work is embedded in the relevant government organizations through the Ministry of Rural Development (MRD) and collaboration with key stakeholders to ensure that our work contributes to national WASH and development goals.

2.2 Achievements (2023-2024)

As of December 2024, WFC has made significant progress toward its 2023-2024 goals:

- Installed 2,908 biosand filters (BSF) thereby providing clean water to over 13,000 people.
- Built 448 household latrines thereby reducing open defecation and improving sanitation in rural communities.
- Constructed 4 school latrines with 13 rooms ensuring gender-sensitive facilities for students.
- Trained over 9,000 people in WASH practices including hygiene and sanitation education
- Our Rikreay Water Testing Laboratory completed 15,805 water parameter tests, 2,031 soil tests and 171 food safety tests contributing to community health and generating revenue to support WFC programs.

These achievements demonstrate WFC's commitment to improving health and sanitation in rural Cambodia and provide a strong foundation for the next phase of our strategic plan.

2.3 Key Projects (2025-2028)

- **Expand Biosand Filter Installations** - Install 7000 additional biosand filters in Siem Reap province focusing on Angkor Thom District to provide clean water to 31,500 people. In addition we will install large capacity Intermittent Slow Sand Filtration systems in schools and health centers. Follow up monitoring will be done at years 1,3 and 5 following installation.
- **Eradicate Open Defecation** - Build 1000 household latrines for families in need using community engagement and financial support. Hygiene training and follow-ups at years 1,3 and 5.
- **Enhance Hygiene and MHM Training** - Train 7000 students and teachers in WASH practices with a focus on menstrual hygiene in schools. Provide gender-sensitive latrines, MHM kits and workshops. Monitor school attendance and health impacts.
- **Expand Rikreay Laboratory Services** - Increase lab testing capacity and gross revenue to \$80,000 annually by expanding services, marketing NGOs and businesses and reinvesting funds into WFC programs. Carry out regular assessments.

2.4 Principles and Processes

WFC will incorporate the following principles and processes to implement these projects:

- 1. General Project approach:** To cooperate with stakeholders, local councils, other government departments and NGOs in project development. Coordinate with local NGOs to agree on funding activities to fill gaps and avoid project duplication.
- 2. One area at a time:** By concentrating on one area (Angkor Thom District in Siem Reap Province) at a time, WFC can strengthen our impact more efficiently.
- 3. Improve work quality:** Implement new methods for Monitoring and Evaluation (M&E) using a set of improved indicators to enhance the quantity and quality of data collected in the field and ultimately improve sustainability and program impact.
- 4. Make a long-term impact:** Strengthen our WASH program by expanding the focus on hygiene and sanitation training across all aspects of community life, making WFC an example of global excellence. Future projects will cover a 3-5 year time frame. - See annexes

5. Value-added partnerships: Use a multi-partnership approach, working with organizations having similar objectives, core values and vision. Increase our partnerships with reputable international NGOs and other organizations involved in WASH projects creating a more holistic program.

6. Support the Cambodian Government agenda: Align WFC with Cambodia's national, provincial and community strategies for WASH program implementation.

7. Align with the United Nations' Sustainable Development Goals: Align WFC goals/targets/projects with *SDGs # 6: Clean Water and Sanitation* to communicate its contribution at a global level and consolidate its reputation with various stakeholders.

8. Work towards carbon emission savings. Through dedicated surveys and baselines, measure how long filters remain in use and determine how many tons of CO₂ emissions have been avoided by not boiling water with firewood. Quantify our carbon footprint.

3 Annexes

- Annex A - Filters and Latrines High-Level Processes, vs.1.1, 03/08/22
- Annex B - Angkor Thom District assessment 21-22