



IN HIS STEPS
INTERNATIONAL

2012 Ministry Review

Introduction

As the new year begins, it is always important to reflect on the previous year's challenges and accomplishments. 2012 was a time of growth and transition in many ways, and much good has come from it. The activities described in this review are a summary of IHSI's work in Cambodia over the past year, with an emphasis on tangible aspects of ministry. Intangibles such as challenged worldviews, strengthened faith, and encouraged hearts cannot be measured, but they are an important part of what we strive for. When looking back over the year, there is great satisfaction not only in what can be seen and observed (new buildings such as in the picture below, new classes and programs, new believers beginning their life with God), but in the knowledge that lives were touched, hearts were changed, and things that the Enemy intended for evil, God has used for endless good.



Introducing the newly completed Kairos Training Center, the largest building on our campus, with room for church services, seminars, leadership development, pastoral training and care, literacy classes, English classes, computer and office skills training, a reading room, a staff office, and a children's nursery.

2012 – Ministry Activities and Goals

Gospel Community Church Saang

- Mid-year we completed our goal of registering Gospel Community Church Saang under the Ministry of Cults and Religion, an exciting and ground-breaking accomplishment for In His Steps. We have successfully transferred all our ministry facets to be under Gospel Community Church Saang at the Ministry of Cults and Religion except for Father's House, which remains under the Ministry of Social Affairs. This allows us to have greater freedom as a church in Cambodia while maintaining our connections with the government for social work. It also opens up future opportunities for us to possibly help other area churches register as well.
- Our current church programs include: weekly women's group meetings, Saturday Children's Program, Saturday evening Youth Development meetings (formerly known as Youth Aflame), Sunday School for elementary and high school-age students, Sunday morning services, children's nursery, monthly Pastors Fellowship meetings, monthly Youth Fellowship meetings and baptisms/baby dedications/other events as warranted.
- Our Pastors' Fellowship continues to grow, and this past year included many times of mutual encouragement, training, and opportunities to bless the Body of Christ in Cambodia. We were blessed with donations of Bibles and Christian books in the Khmer language, and well as eyeglasses and other resources. It was a joy to pass on this blessing by sharing what we were given with over twenty local churches. Pastors in our Fellowship were also blessed to receive teaching and encouragement not only from us but from visiting teams.
- In addition to sharing resources that were given to us by other ministries, GCCS donate chairs and building funds to two local churches and provided a handicapped pastor with a moto for transportation to support his church work.
- In addition to our monthly Pastors Fellowship meetings, at the end of the year GCCS held our first monthly Youth Fellowship event, an ecumenical gathering of youth in the community for worship, games, teaching, and unity-building. This is an exciting new way for us to encourage area churches and build the next generation of leaders in the Cambodian Body of Christ. It is also a great evangelism tool, with many youth inviting unbelievers to join this event, the first of which had over 260 young adults in attendance.

- GCCS provided several months of free English beginners classes to two local churches, taught by our staff to support the churches in their efforts to reach out to their communities.
- Since beginning to hold services in the new building, much growth has begun in the areas of ushering, worship, sound systems, and servant leadership. The new nursery is also providing many teaching opportunities for children ranging from infants up to 7 years old, especially in the area of learning boundaries and how to behave in a structured setting.
- We are seeing a steady influx of new church attendees, many of whom are family members or neighbors of people who are a part of Sak Saum. It is exciting to see relational evangelism taking place so effectively!

Loaves and Fish

- We are continuing with our support of orphaned and abandoned children now ranging from elementary to mid-teens in age, the majority of whom are at elementary school level. Currently we have 8 children in the program, 7 of whom are boys. Most show progress in physical, academic, social, and spiritual areas, according to their age, background, and ability. They receive tutoring according to grade level and individual need, and attend age-appropriate classes and programs at our Center. Several have advanced in their English and computer skills studies, and many show interest in the areas of music, drama, and dance. Older boys in the Loaves and Fish program attend weekly discipleship meetings with staff in addition to normal Center activities.
- Many of our church and community activities have proved to be an excellent means to develop confidence, leadership, and service in the children sponsored by Loaves and Fish. They often are the first to volunteer for helping with events, programs, and presentations, and constantly disprove cultural attitudes that say that orphaned or abandoned children are not valuable members of society.
- We periodically meet caretakers, school teachers, and staff to help monitor each child's progress and determine areas where further help may be required or when individuals have successfully reached a point where our sponsorship is no longer needed.
- As always, we provide monthly food supplies, rice, hygiene supplies, medical care, school uniforms and supplies as needed, tutoring, and counseling/mentoring to the individuals sponsored by Loaves and Fish.

Sak Saum

- This year Sak Saum combined our two Freedom Facilities into one, housed in the Sak Saum Vocational Training Center. This move has allowed for greater camaraderie between those in the program as well as building a sense of community with Sak Saum, In His Steps staff, and the church as a whole.
- Twelve young women transitioned through the Sak Saum program in 2012 and multiple new girls have been welcomed into the program full-time. Two additional girls have re-entered the program after a period of staying at home after giving birth.
- As detailed in “Teams and Visitors”, we received many visitors and teams from the U.S. and parts of Asia over the past year. Activities involving Sak Saum included anti-trafficking seminars (over 150 villagers in attendance), self-defense classes, a dance class, relationship building, English practice, Biblical teaching, and more. Sak Saum also hosted fashion designer and Sak Saum partner, Abi Ferrin, and her assistant in June.
- Sak Saum launched a new website, www.saksaum.com, in February. Having a dedicated website increases IHSI’s web presence as a whole and is a great way to raise awareness of Sak Saum’s cause. Our existing online store (www.saksaum.org) now stocks a greater variety of our products. We also launched Sak Saum’s first hostess incentive and fall discount coupons for customers.
- After some rearrangement of our existing buildings, we opened our Phnom Penh Distribution Center next door to Sak Saum Phnom Penh, with the construction of the Sak Saum Nursery upstairs and remodeling work done to our showroom as well.
- A new inventory system was put into place this year, along with many other advances in our production, marketing, and sales processes.
- Our our Spring and Fall collections for 2012 with their accompanying catalogs debuted in March and September, respectively. The September catalog was our first catalog to be printed as well as offered online.
- Sak Saum welcomed the Hanson’s own daughter Jessica as a new international staff member in April.

- Sak Saum received many great opportunities to raise awareness this year, including products featured in *People* magazine's May "StyleWatch", Ginny sharing in Hong Kong at an anti-trafficking conference in June, and many invitations for 2013.
- A bi-weekly English class was begun for women working at our Phnom Penh Distribution/Sourcing Center. We also re-instituted regular "Set Free" discipleship classes and Sak Saum leadership classes for both Phnom Penh and Saang.
- In August we opened Sak Saum Nursery, a place for women in our program to have their young children cared for in a safe environment until they are old enough to attend school. This is an exciting development that allows us to reach deeper into the families of the women we work with. It also provides great opportunities to teach positive parenting and practical child care. Currently there are four children in the nursery, with one mother employed full-time as their caregiver.
- One of Sak Saum's former staff leaders, Phea, was married and has started her family and a new life outside Sak Saum. Meanwhile, staff member Socheata gave birth in November and recently returned from maternity leave, with her little one close by in the Sak Saum nursery.
- Sak Saum hosted two baby showers for women in our program, using them as opportunities to celebrate life milestones and teach about the blessing of children.
- Sak Saum participated in Chab Dai's fall summit meeting, and took part in three local holiday sales at the end of the year, hosted by NGOs White Lotus, WIC, and Precious Girl. We also hosted our 2nd annual Christmas Open House at our Phnom Penh location.
- Since we work to empower local businesses as much as possible, Sak Saum is always looking for new partners and new ways to incorporate local handiwork in Sak Saum products. In 2012 we formed new partnerships with Cambodia clay workers and metal workers in addition to our work with local producers of fabric, coconut products, and other textiles.
- Our newest launch: "**to(get)her**" is designed to help raise funds for strategic projects for In His Steps International and Sak Saum.

- This past Christmas we held our first annual Sak Saum Christmas Party, a great time of fellowship and fun with those in our program and facility employees.
- Sak Saum national director Theavy Kang experienced a dramatic abduction and incredible escape, further described in “Staff” below. This ordeal was an amazing example of God’s faithfulness and has served to underscore the importance of the work we are doing in the area of combatting human trafficking in Cambodia.
- Benevolent giving to the community out of Sak Saum profits exceeded \$10,000 this year. The many benevolent projects included sponsoring a young woman for one year of cosmetology school training and helping someone start a tuktuk business,
- Sak Saum donated a full drum set to Gospel Community Church Saang upon the opening of the KTC, and many Sak Saum employees are active as volunteers at the church.
- In 2012, Sak Saum extended its influence to twelve countries (the U.S., the UK, Germany, Australia, Canada, Singapore, Japan, etc), including thirty-four states in the U.S. alone. Five new women joined our team of Area Ambassadors, helping us to raise awareness of Sak Saum’s work in Cambodia.

Kairos Training Center

- The opening of the Kairos Training Center has already been a great boon to our existing programs, but also allows for new initiatives as well. We have begun offering four Khmer literacy classes, held weekdays for children who either have not been able to attend school or who need additional help that the school does not provide. This is an incredible opportunity, especially since many have parents who are themselves illiterate, and who are also welcome to sign up for classes. In our first quarter alone over nearly 80 students began attending.
- Our English class students are greatly enjoying their new and more comfortable classrooms, each equipped with chairs, whiteboards, and an overall more professional atmosphere. There is a sense of community pride in those who attend, with over 160 regular students and more during school break months. Currently we are holding 5 classes daily, the largest of which is the beginners class. We have been promoting our English programs in the community and look forward to having even more students in the next quarter.

- In addition to training Father's House children and staff in computer skills, we now have begun some classes for other young adults in the community. Currently eight teenagers are being taught basic computer functions and how to use common programs such as Microsoft Word and Excel, and in the future we hope to purchase more computers and increase the number of students per class.
- Our little library of books for children has grown into a full-fledged reading room in the new building, with a range of English and Khmer books for all ages. The reading room is a great resource in a community that has no library, and those who attend our literacy and English classes enjoy spending time there frequently.
- The Kairos Training Center is not only a place of learning, but a haven where children and young adults can feel safe as they play, interact, and build friendships with others in a positive Christian environment. Since everything we provide is free of charge and rare or nonexistent elsewhere in the community, the KTC and our Center as a whole is a hub of activity, learning, and fun.

Father's House

- Father's House oversight has been transferred to staff members Solomon and Emily, who now live onsite with the children in the role of house parents. This transition was overseen with as much continuity and guidance as possible, and the children seem to have adjusted well overall.
- Each Father's House child attends age-appropriate study periods during the week to help them catch up to their peers in school and keep them well-grounded in core subjects during school holidays.
- As is true with any person coming from traumatic or abusive backgrounds, each child in Father's House faces different social and spiritual challenges. It seems that God uses the family-style environment of Father's House to allow weaknesses to surface so that root problems may be addressed. Much prayer, love, and determination is required when working with each individual on areas that they struggle with.
- Areas of interest vary from child to child, including cooking, music, dance, acting, mathematics, medical fields, etc. Many of them show excellent leadership potential. We do our best to provide many opportunities to develop their talents through field trips, mentoring, tutoring, and elective studies. They also volunteer in many Center programs and church events, lead worship, help with children's and youth programs each week, and participate in some aspects of team outreaches. By including them in ministry and releasing them to be

active and productive members of their community and church, the God-given gifts and anointings in each child are given room to flourish.

Staff

- 2012 was a year of transition in terms of staff and volunteers: we now have three less Khmer staff, have gained an intern, had a volunteer from Denmark work in Sak Saum for several months, have had the Hanson's oldest daughter Jessica's family join us in ministry, and began dialog with several international couples and families who are seriously pursuing steps to join In His Steps in Cambodia in 2013 and the coming years. Due to the family atmosphere of our ministry, these changes have brought their own set of challenges and joys. God is faithful and has encouraged us as our team continues in their callings and works together. It is exciting to see more workers being called to the harvest and the vision that has been at In His Steps since the beginning!
- This past March a frightening incident occurred in which our national director Theavy Kang became the victim of robbery, kidnapping, and attempted trafficking. This was a traumatizing and painful ordeal for her, her family, and the entire ministry. In a seemingly hopeless situation, after much prayer, collaboration with local human rights group Licahdo, and the tireless searching of everyone close to her, God intervened on Theavy's behalf and made a way for her to escape her captors and find help. We are so thankful to have Theavy safe and sound, and are always amazed by her resilience and faith. What could have discouraged her has actually served to renew her determination to take a stand against injustice and exploitation.

Teams/Visitors

- In 2012 we hosted four teams from Colorado, Singapore, and Hong Kong, as well as having visitors from New York, Texas, Australia, Canada, and Singapore. Ministry for teams and visitors varied according to length of stay, age range, and skill level. Some of the activities they helped with included:
 - Children's ministry at our Center and at other area churches
 - Dramas/songs/teachings at Gospel Community Church services
 - Seminars/teachings with our Pastors' Fellowship members
 - Prayer ministry/teaching
 - Physical labor/grounds work at ministry property
 - A two-day maternity clinic makeover project

- Human trafficking awareness seminars
- Sak Saum English practice and relationship-building
- Self-defense lessons and skills training for Sak Saum
- Center English classes
- Outings/educational activities with Fathers' House children
- A zoo field trip with Loaves and Fish children
- Teaching IHSI staff

International Ministry

- Eric and Ginny traveled to Colorado in April to complete IHSI non-profit tax filings and have their yearly meeting with In His Step's CPA. They also went to Colorado in October to visit donors, meet with international board members, and speak at several churches and seminars.
- The Hansons were invited to speak in many different countries in addition to the U.S. this year and were able to go to Singapore and Hong Kong to share about In His Steps, especially about Sak Saum's unique sustainable ministry model.

Networking/Collaboration

- Just as last year, we have worked on strengthening our relationships with local churches by organizing and facilitating outreaches, seminars, and small business opportunities for their leadership teams, congregations, and communities. As previously noted, we also donated many different resources as well as staff time for English classes.
- Gospel Community Church Saang is a registered and active member of the Evangelical Fellowship of Cambodia.
- Our Sak Saum ministry continues to make exciting new inroads in both the business world and with ministries working in the areas of social justice and human trafficking. Internationally, Sak Saum's network of advocates and ambassadors has expanded, while maintaining our local connections with International Justice Mission and ChabDai, collaborating with them when appropriate.
- As always, we consider it our priority to abide by local and international laws, setting an example of integrity in a culture where corruption is the status quo. Since registering Gospel Community Church Saang at the Ministry of Cults and Religions, we now have

different reporting requirements which we are adhering to, as well as continuing to maintain our relationships with local government in Saang.

Goals for 2013

- **Build our team of staff through continued discipleship**
- **Train new incoming staff in IHSI values and ministry model**
- **Continue building the influence and reach of our Pastors' Fellowship**
- **Install new community playground on our Center**
- **Begin a men's group to complement our weekly women's group**
- **Work with the children in our care to continue to progress in areas of struggle and excel in their gifts and talents**
- **Encourage and develop leadership and service giftings in the next generation of the Church**
- **Continue to develop Sak Saum's reach in the community and gain more advocates worldwide**
- **Host teams and visitors for short-term outreaches with the purpose of building long-term relationships**
- **Fundraising through relationships with other like-minded partners (individuals, churches, organizations)**
- **Multiply our existing programs and identify next areas of ministry growth**