

Annual Report 2024





Dear Friend of OneSky,

OneSky was founded on the belief that providing young children with consistent, nurturing care supports their physical, cognitive and social-emotional health and fosters resilience. Our experience over the years and a growing body of evidence confirm that **children everywhere need nurturing, responsive care and safe learning environments in order to thrive.**

Whether OneSky is training caregivers in orphanages, supporting vulnerable families through parent education, or coaching independent childcare providers, there is a singular goal behind everything we do: to build brighter futures for young children living in low-resourced communities.

We knew from the beginning that we could not do this on our own. OneSky needed **government partners** who were equally committed to improving systems of care for their youngest citizens. And, we needed **local country leaders and in-country teams** who understood the challenges within their communities and could show us how to adapt our proven curriculum to work for them. Finally, we needed **supporters** who wanted to be part of the solution and believe, like we do, that **there is always hope.**

Now, we’re seeing in **Vietnam** what we saw in **China**: Government partnership and support for national scaling of OneSky’s programs. We’re gaining momentum in **Mongolia**, training independent childcare providers based on the program we developed in Vietnam. And, we’re helping children in one

of **Hong Kong’s** poorest districts gain access to early learning opportunities that support their development.

Creating a path to scale doesn’t mean expanding the size of our organization. Instead, our path to reach more children involves developing and implementing **cost-effective training programs that governments can adopt.** It means harnessing cross-country collaboration and OneSky’s unique online learning platform, 1BigFamily, to strengthen the impact of our caregiver training across Asia.

And in the year ahead, it means taking the program that started our journey over two decades ago in a Chinese children’s welfare institution to Vietnam and Mongolia, where we’ll soon be helping children living in orphanages in those countries.

Thank you for joining us on this journey to create a better, brighter future for children who so deserve one!

With Gratitude,

Morgan Lance
CEO



Guy Russo
Board Chair



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MISSION

OneSky partners with governments and communities in Asia to provide responsive care and safe learning environments so that marginalized young children can thrive.

VISION

A world where all children have the opportunity to reach their full potential.

VALUES

All children have potential and deserve a chance to thrive.

Early intervention and healthy social systems can heal inequities.

Collaboration is key to positive social change.

There is always hope!

IN 2024

Total Children Benefited

📍 CHINA
19,283

📍 VIETNAM
17,797

📍 MONGOLIA
1,599

📍 HONG KONG SAR
1,698

Total Caregivers Trained

📍 CHINA
2,171

📍 VIETNAM
771

📍 MONGOLIA
727

📍 HONG KONG SAR
2,002

Cumulative Reach since 1998

TRAINED
116,502
CAREGIVERS

BENEFITED
394,390
VULNERABLE CHILDREN

THE CHALLENGE

When OneSky began working in China in 1998, over six million young children, mostly healthy baby girls, were living with substandard care and poor conditions in crowded orphanages. A shift in China’s family planning policy, economic growth and improvements to the social welfare system have led to a significant decrease in the number of children now living in institutions. Unfortunately, 98% of children in Chinese orphanages today have severe medical conditions or special needs. These children often face debilitating medical problems and are at risk for long-term cognitive and emotional damage because they spend their days with little stimulation or individual attention.



ACCOMPLISHMENTS

In 2024, we expanded our efforts in China’s children’s welfare institutions by establishing new program sites in eight cities. Through our **“One Hundred Families” initiative**, we created 71 new foster families, providing 324 orphaned children with warm family-like environments.

To bolster the government’s **Family First Initiative**, we conducted comprehensive training and support for social workers by organizing one foundational training session, two on-the-job training sessions and two supervisory workshops. We also ensured at least one follow-up coaching visit to each of the 16 demonstration institutions. Through this, we empowered 194 social workers in children’s welfare institutions.

Over the past four years, 795 managers and frontline social workers from 244 welfare institutions in China have participated in our training programs. These efforts supported the implementation of the Ministry of Civil Affairs’ standards for social work services in children’s welfare institutions, driving high-quality development across the sector.

We launched our **Enrichment Program** across ten children’s welfare institutions, training 563 caregivers and reaching 978 at-risk children in 2024. Through art and play-based activities, we aim to help these children build their confidence and resilience by facilitating self-reflection and connection with others.

OneSky provides specialized training for caregivers who work with medically fragile children from more than 300 welfare institutions. These children, in need of life-transforming medical care, travel to **China Care Homes** and are cared for by OneSky-trained caregivers while receiving medical treatment from one of the leading hospitals in Beijing, Shanghai and Guangzhou.

In 2024, our China Care Home (CCH) program staff visited 27 welfare institutions. During these visits, we monitored children’s health and provided care and guidance for those with special needs, enabling early diagnosis, intervention and treatment of their medical conditions.

In June, we conducted an intensive training session in Beijing for 11 newly hired CCH caregivers from Beijing, Shanghai and Guangzhou. This training deepened their understanding of children’s developmental needs and enhanced their ability to ensure the health and safety of the children in their care.

CCH launched a public advocacy campaign in collaboration with 20 long-term partner hospitals. **On China’s Doctors’ Day (August 19th), doctors recorded short videos and shared them across social media platforms, raising awareness of CCH and the need to treat critically ill orphans.** Five doctors with over six million followers garnered significant attention for their videos.

Hu Yan & Rong Rong

Do you remember the story of Rong Rong, the little girl with serious medical needs growing up in an orphanage? She was brought to our China Care Home so she could be cared for by Hu Yan, a OneSky-trained caregiver, while receiving surgery and rehabilitation from a nearby hospital. That was several years ago, and **today we are thrilled to share her progress...**



WATCH NOW

onesky.org/hu-yan-and-rong-rong-update



ACCOMPLISHMENTS

OneSky’s Early Childhood Care and Education (ECCE) experts collaborated with 27 national ECCE specialists — including Ministry of Education and Training (MOET) officials, university researchers and local Department of Education and Training (DOET) representatives — to draft the **Guidelines for Implementing the Early Childhood Education Program** for Independent Childcare Centers (ICCs). After extensive review and input, MOET officially approved the national ECCE guidelines, which will guide ICCs nationwide in delivering standardized, high-quality early childhood education.

OneSky in Vietnam successfully conducted its annual staff training, equipping 85 teachers and our ICC trainers with essential skills. The three-day program received overwhelmingly positive feedback and featured OneSky expert-led sessions on critical ECCE topics:

- 01 Nurturing Early Childhood Science Skills 
- 02 Math is Everywhere 
- 03 Developing Children’s Creativity 
- 04 Guidelines for Working with Children with Special Needs 
- 05 STEAM Education for Preschoolers 
- 06 Child Safety and Protection Training 

THE CHALLENGE

Like much of Asia, Vietnam is facing a childcare crisis. Inter-regional migration to search for work in industrial zones means that most families leave behind traditional communities and extended family care networks. Over 400,000 young children of low-income factory workers spend up to 14 hours a day in independent childcare centers, often with untrained childcare providers in substandard spaces. A safe and affordable childcare system allows caregivers to increase and improve their workforce participation and secure better livelihoods for themselves and their families.

In September 2024, Typhoon Yagi severely impacted northern Vietnam, particularly Cao Bang Province. In response, OneSky, with donor support, launched an emergency relief initiative to assist vulnerable children and kindergartens in remote areas of Cao Bang. We provided relief packages for 1,251 children, including winter blankets, pillow sets, three sets of warm thermal clothing and a winter jacket tailored to their size, mesh beds and educational materials (pencils, clay, colored paper, books, etc.). OneSky’s support for 13 affected schools included kitchen equipment, foam mats, food and other essential items.



OneSky’s CEO, Morgan Lance, and Vietnam Country Director, Vo Thi Hien, met with the Deputy Chairwoman and other officials of the Da Nang People’s Committee to discuss **the 2025 transition of the OneSky Early Learning Center (ELC) to the government**, as was agreed upon when the ELC was established. Discussion topics included personnel, operations, program continuity and financial management. These detailed discussions in late 2024 were part of the planning for a smooth handover, which both parties recognize as essential in benefiting the children and families we serve.

OneSky Vietnam and MOET representatives participated in the Asia-Pacific Regional Conference on Early Childhood Development in Malaysia. OneSky’s Country Director, Vo Thi Hien, represented Vietnam’s ECCE sector in a panel discussion on **Sustainable Childcare for Child Development and Female Entrepreneurship**. The presentation fostered meaningful conversations and received high praise from attendees, reinforcing OneSky’s leadership in ECCE development in the region.

CHILDCARE PROVIDERS SURVEYED	
Satisfied with training	92%
Enhanced knowledge of responsive care	85%
Adopted and implemented new methods of responsive care	98%



Thuy & Nhi

Thuy works long hours in a toy factory to support her children. After she drops off the older ones at primary school, she brings her youngest daughter, Nhi, to OneSky’s ELC. Since Nhi started at the ELC, Thuy has noticed incredible physical and emotional growth in her daughter. The OneSky teachers care deeply about giving her the attention and focus she needs to thrive, and Thuy feels a deep sense of peace, knowing that her little one is safe and happy.





THE CHALLENGE

Mongolian society and its economy are founded on the long-standing tradition of its herding communities; yet, climate change and more job opportunities in the cities are driving rural-to-urban migration. Now, approximately 50% of Mongolia's population is concentrated in the capital city of Ulaanbaatar. Most migrant families live in informal ger (yurt) settlements on the periphery of Ulaanbaatar, constituting 60% of the city's population. These families often live with significant, ongoing stress because of limited basic resources, including a lack of childcare services and safe places for the youngest children to learn and play.

ACCOMPLISHMENTS

OneSky's training program was launched in June 2024 for 13 childcare centers. Based on our internationally recognized curriculum, the program was customized to meet the needs of caregivers in Mongolia. We provided two intensive four-day training sessions for leaders of these childcare centers and then trained additional childcare providers from those centers. We will continue to provide training for others, complemented by in-person mentoring for each childcare center. Training will extend further by leveraging **OneSky's online learning platform, 1BigFamily.** Based on feedback from childcare center representatives, we refined the content on the platform to make it even more effective in the next rounds of training.

Our **Family Skills Program** is delivered directly by OneSky's training team at our Family Center in the Bayanzurkh District, the largest district in Ulaanbaatar. In 2024, it was also delivered in several kindergartens across the district. The program is designed for parents of children from birth to five years old and is implemented over an eight-week period in weekly two-hour sessions. It covers 13 topics, ranging from brain development and nutrition to play and developing positive habits.

Developing **OneSky's Training-of-Trainer Program** has fostered greater collaboration with the Mongolian General Authority of Education. Governmental support has been critical in helping us tailor our program to cater to the needs of public kindergarten staff and teachers and maximize its chance of success. Focus groups in 2024 highlighted the need to reduce the program from eight sessions to five, making it more manageable for kindergarten teachers.



We opened OneSky’s Child Development Play Center (the Play Ger), on International Children’s Day on June 1st, 2024. This first-of-its-kind indoor play area includes a reading corner, a toy kitchen, a dress-up area and a mini-market, along with play structures and other areas for movement and dance. The Play Ger offers two-hour sessions that combine playtime with organized activities. It is available for children and families in the community, and OneSky also organizes group visits from local kindergartens and independent childcare centers.

From July to December 2024, the Play Ger served 629 children together with 176 parents and caregivers.



FAMILY CAREGIVERS TRAINED

Satisfied with training **98%**

Showed improvement in early childhood development knowledge **72%**

Reported adopting new methods of responsive care **99%**

Zula & Yaman

After completing our Family Skills Program in Mongolia, Zula made it a priority to set up a reading corner at home for her sons, despite their cramped space. Each night, she makes time to read to her children, nurturing their minds and the family bond. Her older son, Yaman, proudly chooses books and reads to his brother. “Learning together makes them happy,” Zula shares.

Now, when Yaman visits the OneSky Child Development Play Center, he is full of energy and imagination. The OneSky team notices, “**He’s a boy with fire in his eyes, and his smile lights up the room.**”





THE CHALLENGE

Despite Hong Kong’s apparent prosperity, one in four children lives in poverty. If these vulnerable children enter mainstream schools without quality early childhood care and education, the likelihood of them realizing their potential is already vastly diminished. Nearly 60% of surveyed low-income parents struggle to help their children meet developmental milestones. The Sham Shui Po district, where the OneSky Centre is located, is home to a large, marginalized community, where inequality and limited childcare resources and services make access to quality early care and education particularly challenging.

ACCOMPLISHMENTS

In 2024, OneSky began flexible, short-term childcare services to help parents or caregivers manage unexpected or urgent matters. Often, parents or other family caregivers can’t find support when challenging situations arise, such as illness, medical appointments or job interviews, to name a few. Our OneSky-trained staff provides temporary care for young children in a nurturing and child-friendly environment to help alleviate family stress and potentially unsafe situations. Since launching in July, 144 families and 183 children have benefited from this service.

We were honored to share our insights at important events such as The Hong Kong Council of Social Service’s “Seminar on Community Living Space” and the Chinese University of Hong Kong Office of Research and Knowledge Transfer Services’ “Innovation for Targeted Poverty Alleviation.” Instead of creating a conventional service center, OneSky designed a warm environment where caregivers can connect with peers and professionals. The OneSky Community Living Room focuses on supporting marginalized families with children from birth to six, to provide them with a safe, nurturing space to explore, learn and play.





A 12-month study conducted in 2024 by the School of Continuing Education at Hong Kong Baptist University evaluated the impact of OneSky's programs in Hong Kong. **We received positive results, demonstrating remarkable improvement in child development, parent-child interactions and caregiver support.** Collecting nearly 300 questionnaires and conducting qualitative interviews with families, researchers found that families were very satisfied with our services, giving them an average score of 8.39 out of 10. Families who joined OneSky's activities and services reported having better relationships with their children than those who did not.

OneSky's parenting course in Hong Kong focuses on six major themes: growth, care, discipline, emotions, play and reading. It introduces the basics of responsive care — understanding and responding to children's emotions and guiding and empowering children. The course consists of eight sessions, each lasting for two hours. It welcomes childcare providers, including parents, grandparents, and community caregivers to attend. Participants who have attended a minimum of 80% of the course and pass the assessment receive a certificate.

The P. C. Lee OneSky Global Centre for Early Childhood Development is the 2024 recipient of the Silver Award in the Recreation, Sports, and Cultural Facilities category of Hong Kong's Equal Opportunities Commission's Universal Design Recognition Scheme. Our work has garnered media attention, with features in Ming Pao, Ohpama and Commercial Radio Hong Kong. OneSky was also highlighted on Radio Television Hong Kong, discussing the profound impact of our Centre as a safe and warm space for families and young children.

Ah Yuk & Hei Hei

This is Ah Yuk and her son Hei Hei. When he was small, they lived in a tiny one-room shack in one of the poorest districts of Hong Kong. One day, when Hei Hei was only nine months old, he suffered severe burns from the stove while playing inside. Not long after, Ah Yuk discovered the P.C. Lee OneSky Centre for Early Childhood Development and began going there to play with her son and take classes from OneSky trainers. Day after day, month after month, she built a community with other mothers at the Centre and saw how Hei Hei was flourishing in the safe, bright space with activities, books and more of her focused attention.

See what he's like now!



onesky.org/ah-yuk-hei-hei

Bainum Family Foundation

The Bainum Family Foundation, like OneSky, is driven by a vision of a society where all children thrive. That commitment has shaped the Foundation’s work since 1968, when Stewart Sr. and Jane Bainum established it to expand educational opportunities for children living in poverty. What began as a single initiative in the District of Columbia has grown into a national and global philanthropic effort. Over the last five decades, the Foundation has invested more than \$350 million in the well-being of children and families — evolving its strategy over time to reflect new learning and the changing needs of communities.

“The Bainum Family Foundation provides critical funding, vital advocacy and awareness-raising of our work, as well as connectivity to others in the field. It is only thanks to committed partners who believe in our ambition to achieve lasting, widespread change that we can reach more marginalized young children and help them thrive.”

—Morgan Lance, CEO OneSky for all children

As part of its Legacy programs, which honor the broader interests and intentions of its founders, the Foundation supports a range of initiatives beyond its core focus areas. Among these is the Global Education Fund (GEF) — created by a Bainum family member and part of the Family Philanthropy initiative. GEF extends the Foundation’s impact globally by supporting sustainable, community-driven solutions to expand access to high-quality early care and education for young children.

One such initiative is the Foundation’s multi-year partnership with OneSky. Over the past two years, GEF has supported OneSky’s work in scaling our independent childcare provider training program across Vietnam’s industrial zones, specifically in the provinces of Hai Duong, Quang Ngai, Da Nang and Quang Nam. To date, this support has resulted in 576 independent childcare providers graduating from our core independent childcare training program, with 200 of these caregivers subsequently completing our extended training course for independent childcare providers. These caregivers have gone on to provide quality, nurturing care to over 12,600 marginalized children living in these four Vietnamese provinces.

Not only has the Bainum Family Foundation’s multi-year support enabled us to directly reach these caregivers and children, but it has also provided the critical evidence needed to pave the way for the scaling of our independent childcare training via a Training-of-Trainer model together with Vietnam’s Ministry of Education and Training.



“We’re honored to support OneSky’s transformative work to bring quality early care and education to thousands of children across Vietnam’s industrial zones. OneSky’s vision and approach exemplify the kind of ripple effect we hope for when we invest — not just strong programs but the scale up of a nationwide delivery model.”

— Virginia Gentilcore, Director of Family Philanthropy and Global Education Fund
Bainum Family Foundation

We would like to extend thanks to all of our corporate and foundation partners for providing significant financial and in-kind contributions. This support is crucial for our work transforming the lives of marginalized children.

Ardian
Australia Awards
Asia Alternatives Management
AWA Foundation
Bainum Family Foundation
Banyan Workspace
Barclays
Brighton-Best International
Capital Group Companies Charitable Foundation
Carl Family Foundation
Cathay
Chen Yang Foo Oi Foundation

Chow Tai Fook Charity Foundation
Como Foundation
Dalio Philanthropies
Dragonfly Asia-Pacific Ltd.
DZ Consulting LLC
EOS
EQT Foundation
For Purpose Kids
Fossil Foundation
Freshfields Bruckhaus Deringer Hong Kong
Generali Hong Kong – The Human Safety Net

Generali Hong Kong
Gifts for Good, LLC
Golomt Bank
Grand Challenges Canada
Help for Children
Impact Products Ltd.
The Kwok Foundation
Lever for Change
Local Independent Charities of America
Lorinet Foundation
Marstine Family Foundation
Nomura

OneSky Student Clubs
Partnership Fund for the Disadvantaged
Philanthropy Asia Alliance Ltd.
Planete Enfants & Developpement
QuantEdge Advancement Initiative Ltd.
Shuuder Foundation
Skoll Foundation
Skymax Garment Limited
SophiaGrace Foundation
Steif Concrete Work, Inc.

Storehouse Foundation
Tan Chin Tuan Foundation
Target Foundation
The Bridgespan Group
The Hawk Rock Foundation
The Space Art Gallery
Union Bancaire Privée
USAID
Tony and Kyra Rogers Foundation
Women Empowerment Fund
Yi Shan Asia Charity Ltd.

Guy Russo

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Chairman, Guzman y Gomez Mexican Kitchen;
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Co-Founder, Partner
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Former CEO
Half the Sky Australia

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Founder
OneSky for all children

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University of Minnesota

Bolor Lorinet

Certified Coach and Counsellor;
Co-Founder and Board Member
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Co-Founder and Managing Partner
Asia Alternatives

Lisa Norton

Law office of Lisa Norton LLC (retired)

Melvyn Pun

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Yoma Strategic

F. Chapman Taylor

Chair of the Board Finance Committee
Senior Vice President
Capital Research International

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Chair of the Board Development Committee
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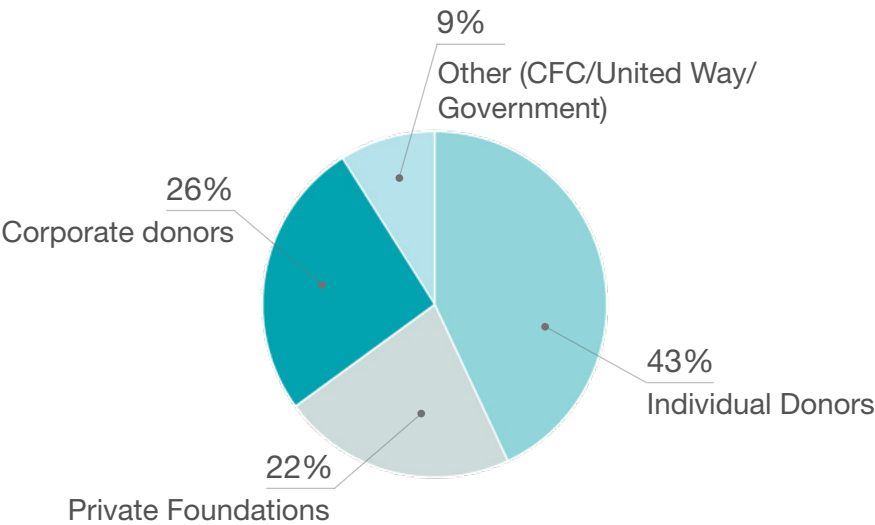
Rachel Xing

Country Director, China
Half the Sky Foundation

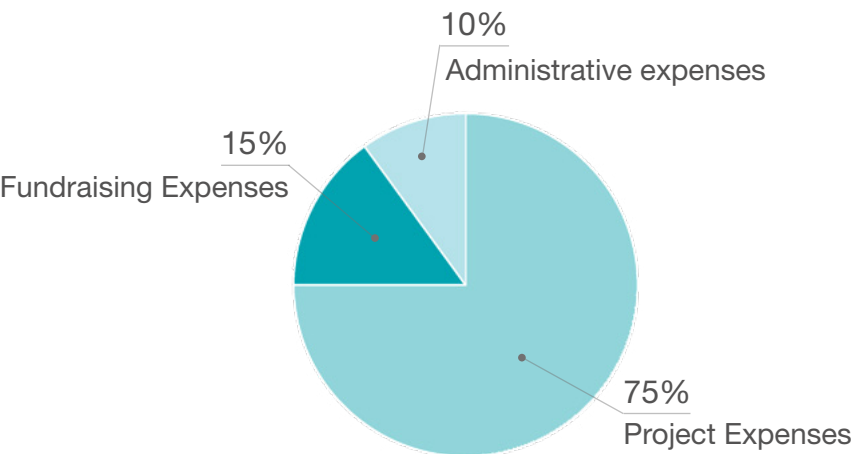
Zili Zhang

Founder and Managing Director Summitview
Capital Management Ltd.

Income by source (FY2024)



Expenditure by source (FY2024)



OneSky has consistently been recognized for exceptional fiscal responsibility and transparency and has been highly evaluated by Charity Navigator, Guidestar, iDonate and WiseGiving.



The United Nations Sustainable Development Goals (SDGs) help create a framework for organizational Environment, Social and Governance reporting to investors and stakeholders.



The transformative power of OneSky’s work supports the achievement of SDG Goal 4 Quality Education: Target 4.2: Ensuring that all children have access to quality early childhood development, care and pre-primary education so that they are ready for primary education and can thrive.



In addition, the OneSky Approach extends to SDGs 1,3,5 & 8. Investing in early childhood development is one of the most cost-effective ways to reduce the effects of trauma, poverty and inequality. Our work significantly impacts the health and well-being of families, and our training programs empower women with skills and knowledge, benefiting economic growth.

In 2024, thanks to the ongoing support of our individual donors, foundations and corporate funders, we received a total revenue of \$9.3 million: \$4.0 million from individuals, \$2.1 million from foundations, \$2.4 from corporations and \$0.8 from government support, interest income and others.

In 2024, we raised vital funds to support our collaborative efforts across Asia, working closely with local communities and partners to deliver impactful training programs in line with OneSky’s mission. Of the \$9.9 million spent, \$7.4 million — or 75% — was dedicated directly to program services.

In 2024, OneSky’s revenue rose by 35% compared to 2023, while expenses increased by 13%. Despite this progress, the year closed with a net loss of \$0.57 million. The team remains strongly committed to reversing this trend through continued collective efforts and a focus on strengthening long-term financial sustainability.

At the close of 2024, we held \$2.5 million in net assets, which allowed us to accommodate the temporary fluctuations in donation income and continue to invest in the program development and training activities to serve the low resourced communities in Asia.

Income and Expenditure

	2024	2023
Revenues, gains and other support:		
Contributions and Grants	\$ 9,060,155	\$ 6,495,677
Contributed services and materials	225,253	349,632
Merchandise sales	-	-
Other income	88,577	100,476
Total revenues, gains and other support	9,373,985	6,945,785
Expenses:		
Program services	7,412,511	6,678,304
Fundraising	1,456,896	1,149,839
Merchandise costs	-	62
Management and general	1,075,188	957,652
Total expenses	9,944,595	8,785,857
Change in net assets	(570,610)	(1,840,072)
Net assets, beginning of year	3,049,635	4,889,707
Net assets, end of year	\$ 2,479,025	\$ 3,049,635

Financial Position

	2024	2023
ASSETS:		
Cash and cash equivalents	\$ 1,680,016	\$ 2,736,921
Pledges receivable, net	622,194	155,472
Other receivables	16,072	11,149
Prepaid program expenses	52,968	61,964
Inventory	8,035	8,708
Property and equipment, net	220,785	643,687
Right of use asset	521,969	470,302
Deposits	190,214	161,662
Total assets	\$ 3,312,253	\$ 4,249,865
LIABILITIES AND NET ASSETS		
Liabilities:		
Accounts payable	\$ 152,094	\$359,323
Accrued expenses	140,457	120,613
Lease liability	539,690	502,009
Deferred income	987	218,285
Total liabilities	\$ 833,228	\$ 1,200,230
Net assets:		
Without donor restrictions	591,941	1,401,362
With donor restrictions	1,887,084	1,648,273
Total net assets	2,479,025	3,049,635
Total liabilities and net assets	\$ 3,312,253	\$ 4,249,865

These financial highlights are based on OneSky Foundation and Subsidiaries’ financial accounts for the years ending December 31, 2024 and 2023.

The full audited financial statements by Crowe LLP are available [on our website](#).



*Seeing the potential
in every child*

CANADA

OneSky Foundation (Canada) Inc.
P.O. Box 48166 Bentall
Vancouver, British Columbia
V7X 1N8

HONG KONG SAR

P. C. Lee OneSky Global Centre
for Early Childhood Development
G/F, 2/F, Wing Shing Building
25-35 Castle Peak Road
Sham Shui Po, Kowloon

MAINLAND CHINA

Half the Sky Foundation
Unit 4-2-142
Jianguomenwai Diplomatic
Compound
Chaoyang District, Beijing 100600

MONGOLIA

OneSky for all children
Ambassador Office-302b
Peace Avenue 15A/5
1st Khoroo, Sukhbaatar District
Ulaanbaatar 14210

UNITED KINGDOM

OneSky Foundation (UK) Ltd.
c/o Jordans Limited
Suite 1, 3rd Floor
11-12 St. James's Square
London SW1Y 4LB

UNITED STATES OF AMERICA

OneSky for all children
1832 Second Street, Suite K
Berkeley, CA 94710

VIETNAM

OneSky representative office
in Vietnam
32A Phan Dinh Phung
Hai Chau Ward
Da Nang City

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www.onesky.org

