

FAIRPLAY

Annual Report

2021

Annual Report Report Report Report Report Report



FAIRPLAY

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Executive Summary of Annual Accomplishment Report 2021

The year 2021 continued to pose challenges for many, including the Payatas community and for Fairplay as an organization. However the outlook for the year was more positive and hopeful with mass vaccinations against COVID-19 rolled out and lockdown restrictions beginning ease.

We are pleased to report that our community programs have carried on in 2021. Our Youth Center endured, even flourishing at certain times, and continued its role as a learning and resource hub among our Fairplay Scholars as they navigate through their second year in distance learning. Our Payatas Sports Center has been further revamped and we have attempted several times to resume non-contact sports and fitness for children and youth in the community. Our Fairplay Café, likewise, re-opened to sell to the community as our Café mothers continued to provide school lunches for our Fairplay Scholars.

Along the way we have encountered challenges, mostly related to the pandemic and lockdown, but we have also done our best to recalibrate our operations. And we are thankful that despite the hardships of 2020 and 2021, we have been blessed to have constant supporters spurring us on financially, emotionally, and morally.

This Annual Accomplishment Report highlights Fairplay's accomplishments and challenges in 2021 and shares what we are looking forward to in 2022.

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LEARN-CARE-IMPROVE
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Our Core Values

- **LEARN** - We are lifelong learners, eager to deepen our knowledge and understanding.
- **CARE** - We show we care. We care about our community, we care about our organization, and we care about each other as a team.
- **IMPROVE** - We work to improve the situation in each of our areas, applying the knowledge gained to make practical and consistent steps forward.

Mission Vision Statement

Our mission is to level the playing field. This means creating a safe environment for the children and families we work with to develop holistic, innovative, and sustainable projects to break the cycle of poverty together. This also means empowering the community by ensuring they are part of the decision-making process and organization of each project, identifying the root cause of the problem, and building a mentoring network for the right social and emotional guidance.

Our vision: a level playing field that allows children and families a better chance to succeed in life and break the cycle of poverty for good. This is an empowered community that cares for each other and strives to learn and develop.



VISION VISION VISION⁴

Theory of Change

At Fairplay, we understand breaking the cycle of poverty requires many areas of support. It is necessary to break the barriers that currently sustain the cycle of poverty, and therefore create a path out of poverty. We recognize, also that a lot of support is needed for people to continue that path. It is not a sprint, but a marathon.

One area of support or development is typically not enough to break the cycle. We need to level the entire playing field for our community to have a chance. From others' research and experience (Pathways to Education), as well as our own, we identify four pillars for breaking the cycle of poverty in a community:

- Financial incentives
- Social support
- Academic support
- Mental health (guidance/mentoring/counseling)

Each of our projects works to support these four pillars to provide a larger pathway out of poverty. Each of these areas complements and supports each other in widening that path.

For financial incentives, our education scholarships ("ESP") provide the financial incentives to continue studying, while our scholars can intern with us as coaches in our Sports Center, as cooks in our Fairplay Cafe, or tutors at our Youth Center. Social, and Emotional support is also furthered in our youth groups and sports teams. The Youth Center's tutorials provide an additional support for the students' academics, and the EQ Club and sports teams provide the base for better emotional and mental health.

With a holistic program, focused on these four pillars, our scholars have a chance.

THEORY OF CHANGE



A Deeper Problem

Creating a pathway out of poverty does not guarantee someone will take that road. To support people once those opportunities have been created, we need to understand the risk-factors involved. Why would one child enthusiastically and quickly take that path while another seemed to self-sabotage?

We found, through research and our experience, that the root cause of many of the stumbling blocks, such as addiction, crime, depression, teen pregnancy, and more, lies a great deal in childhood trauma. The adverse childhood experiences (ACEs) study is one of the best examples of quantifying childhood trauma and understanding its impact on physical and mental health. People who had experienced 4 or more of the 10 types of trauma surveyed had 2-3x the rate of heart disease, diabetes, cancers, and other physical health problems. They were 4 times more likely to suffer from depression, and 16 times more likely to attempt suicide.

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ACE SCORE

ACE SCORE

ACE SCORE

Our own research has found that while 1 in 8 people reported an ACE score of 4 or more in the original study (Felitti et al., 1998), 7 of 8 of our kids reported a score of 4 or more (Ferrer & Moore, 2020). Further, 1 in 4 of our Fairpaly beneficiaries surveyed reported an ACE score of 6 or more, categorized as 'severe childhood trauma'. The impact of this severe childhood trauma reduces life expectancy by almost 20 years (Felitti, 1998).





The Solution

Research has shown that the best way to prevent, buffer, and heal from such childhood trauma is through the care of a 'buffering adult', a trusted caregiver who is there for the child (Hughes et al., 2017). Following this, there are 6 key areas that reverse the impact of childhood trauma (Burke Harris, 2018):

- Good sleep
- Good nutrition
- Good exercise
- Mental health support
- Social support
- Mindfulness

Each of our projects therefore aims to work in reversing childhood trauma by providing support in these key areas.

Our sports program, youth center, and social business each provide the basics for giving a child a chance to heal. Our mentors at the Youth Center and coaches at the Sports Center are also trained in understanding how important their care is for the families we work with. For some of our scholars, they act as the buffering adult, the caring role model and mentor. For others, they are an additional support network.

Over time, the older students started to level up and become our staff members and become role models and mentors themselves, ensuring a more virtuous cycle to replace the past vicious cycle. Our process and execution are certainly not perfect, but we believe we are learning and improving each year.



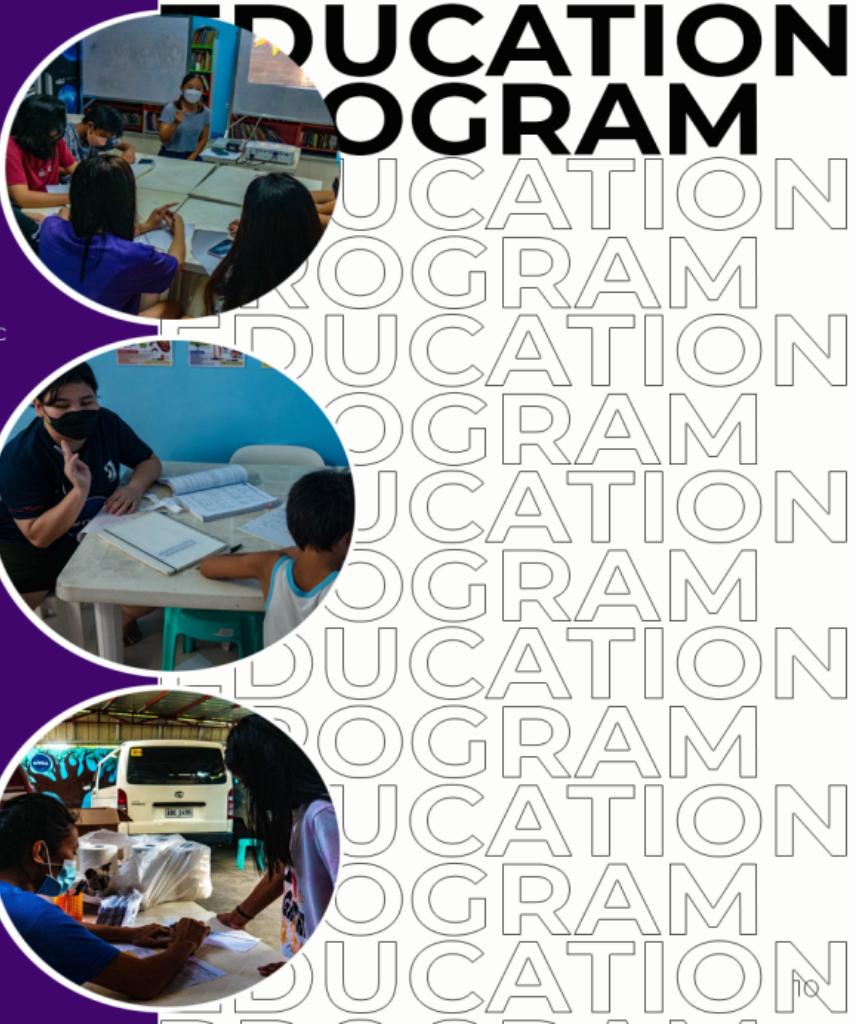
Salient Accomplishments (Statistical and Narrative)

Education Program

Fairplay's education program aims to holistically support the Fairplay Scholars on the 4 pillars of support: (1) financial support, (2) social support through weekly Youth Group sessions, (3) academic support through scheduled tutorials, and (4) mental health support and counseling through "kamustahan" sessions, career guidance and weekly EQ Club mentoring sessions. The Youth Center delivers these 4 pillars of support.

In 2021, the Youth Center continued its "new normal" operations. The activities from the third and fourth quarter of 2020 were carried on into 2021, with temporary pauses at various times throughout the year depending on the government restrictions at the time. These activities were mainly tutorials and access to computers and Wi-Fi to support the distance learning of Fairplay Scholars, the EQ Club, and the Youth Group.

We continued to observe health and safety standards in the Youth Center, including (1) scheduling of scholars to limit the number of people in the Youth Center at one time, (2) no entry to those who are feeling sick or who have contact with confirmed or suspected cases of COVID-19, (3) frequent handwashing, (4) face masks worn at all times, (5) physical distancing, and (6) frequent cleaning and sanitizing of areas.



Fairplay Scholars

Table 1 below has been updated from our previous AAR 2020. It shows the number of Fairplay Scholars in the past years, including the present school year.

Table 1
No. of Fairplay Scholars

| Status | Start of SY 2017-18 | | Start of SY 2018-19 | | Start of SY 2019-20 | | Start of SY 2020-21* | | Start of SY 2021-2022 | |
|--|---------------------|------|---------------------|-----|---------------------|-----|----------------------|-----|-----------------------|-----|
| | No. | % | No. | % | No. | % | No. | % | No. | % |
| Ongoing | 44 | 100% | 37 | 84% | 32 | 50% | 44 | 51% | 39 | 52% |
| Exited from ESP | | | 7 | 16% | 4 | 6% | 11 | 13% | 11 | 15% |
| New to ESP | | | | | 13 | 20% | | | 21 | 28% |
| On Probation (scholars with accountabilities) | | | | | 15 | 23% | 5 | 6% | 1 | 1% |
| Applicants/ Waiting List | | | | | | | 26 | 30% | 3 | 4% |
| Total | 44 | | 44 | | 64 | | 86 | | 75 | |
| Total (Excluding those who exited from ESP) | 44 | | 37 | | 60 | | 75 | | 64 | |

*In our previous report (Annual Report 2020), we reported that 9 of our Fairplay Scholars were on probation at the start of SY 2020-21 and that we had 24 new applicants to the ESP. We would like to correct these numbers. Our recent assessments state that 5, not 9, scholars were on probation at the start of SY 2020-21 and we had 26 applicants, not 24.



PANDEMIC PANDEMIC PANDEMIC

In our previous reports we explained the numbers from SY 2017-18 to SY 2020-21. We highlighted the challenges faced by families when they were relocated from Payatas to Rodriguez, Rizal with little government support during the second half of 2019, leading eventually to many of them dropping out of school and not being able to renew their scholarship for SY 2020-21. We also stressed the challenges during SY 2020-21, with distance learning implemented by schools at all levels due to the COVID-19 pandemic and the ensuing lockdown.



Thus, despite increasing the number of Fairplay Scholars to 74 at the start of SY 2020-21, we saw 11 exit the ESP at the start of SY 2021-2022. Of the 11, 1 completed senior high school education and decided to take a gap year and work to support his family, while the rest could not maintain their schooling due to the challenges of distance learning, financial constraints, and other family problems. Of the 10 who stopped schooling, 5 belong to the families who were relocated to Rodriguez the previous year.

The good news is that of the 26 applicants from last school year, 21 of them (or 81%) became Fairplay Scholars during the new school year. The rest either exited the program (2 of 5) or remain in the “waiting list” for further assessment (3 of 5). Nevertheless, despite not making the roster of Fairplay Scholars, they are all still invited and encouraged to join activities at the Youth Center. Moreover, 2 of the unsuccessful applicants to the ESP are now working as our interns—one in Admin and one in the Youth Center. This shows the different pathways of support available.

In total, excluding those who have exited the ESP, we are now currently supporting 64 Fairplay Scholars.

PANDEMIC PANDEMIC PANDEMIC

The next table shows the number and percentages of Fairplay Scholars classified by their biological sex. The total number does not include those who have exited the program.

Table 2 is followed by a graph showing the trend in the composition of Fairplay Scholars according to sex.

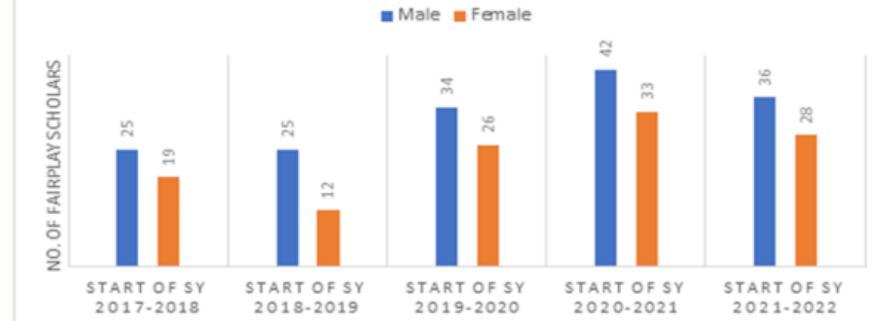
In summary, there have been more boys in the ESP than girls throughout the years, but the trends show that almost every year there is an increase in the number of girls in our program. Although we have not fully closed the gap, we are happy to see that the numbers are almost 50-50.



Table 2
Fairplay Scholars: Classification by Sex

| Sex | SY 2017-18 | | SY 2018-19 | | SY 2019-20 | | SY 2020-21 | | SY 2021-22 | |
|--------------|------------|-----|------------|-----|------------|-----|------------|-----|------------|-----|
| | No. | % |
| Male | 25 | 57% | 25 | 68% | 34 | 57% | 42 | 56% | 36 | 56% |
| Female | 19 | 43% | 12 | 32% | 26 | 43% | 33 | 44% | 28 | 44% |
| Total | 44 | | 37 | | 60 | | 75 | | 64 | |

GRAPH 2.1 - FAIRPLAY SCHOLARS: CLASSIFICATION BY BIOLOGICAL SEX

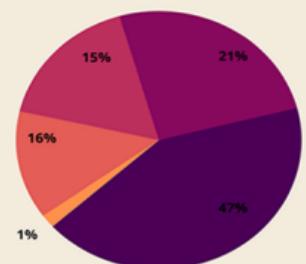


FAIRPLAY SCHOLARS

Table 3
Fairplay Scholars: Classification by Year Level

| Year Level Range | SY 2017-18 | | SY 2018-19 | | SY 2019-20 | | SY 2020-21 | | SY 2021-22 | |
|--------------------|------------|-----|------------|-----|------------|-----|------------|-----|------------|-----|
| | No. | % |
| Kinder-Grade 6 | 11 | 25% | 7 | 19% | 24 | 40% | 16 | 21% | 9 | 14% |
| Grade 7-Grade 10 | 17 | 39% | 18 | 49% | 18 | 30% | 35 | 47% | 28 | 44% |
| ALS | 1 | 2% | 0 | 0% | 4 | 7% | 1 | 1% | 0 | 0% |
| Senior High School | 15 | 34% | 8 | 22% | 6 | 10% | 12 | 16% | 13 | 20% |
| College/Tertiary | 0 | 0% | 4 | 11% | 8 | 13% | 11 | 15% | 14 | 22% |
| Total | 44 | | 37 | | 60 | | 75 | | 64 | |

Graph 3.1
Fairplay Scholar:
Classification by Year Level
SY 2020-2021



Graph 3.2
Fairplay Scholar:
Classification by Year Level
SY 2021-2022

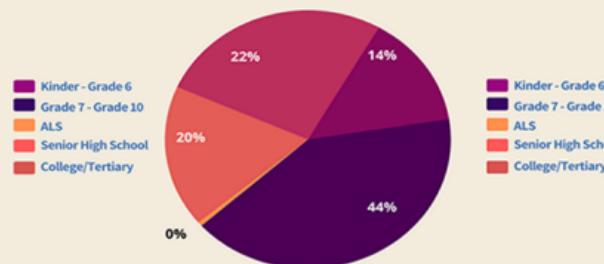


Table 3 shows the number and percentage of Fairplay Scholars classified by their year level range. The total number excludes those who have exited the program.

As the Fairplay Scholars become older and level up, we also begin to see the changes in their composition based on year level. In both SY 2020-21 (Graph 3.1) and SY 2021-22 (Graph 3.2), the category with the greatest number of scholars is still Junior High School (Grade 7-Grade 10), but with many of them graduating to Senior High School, we see a decrease in the number of Junior High Schoolers and see an increase in the number of students in Senior High School.

In the next two to three years, we expect more "upward movement" with more of our high school students entering Senior High School and more Senior High School students entering college. This is a most positive development. And we are proud and excited for our scholars to reach and finish college. For many of them, they are the first in their families to complete college education. Currently, we have 14 college scholars. This includes one Fairplay Scholar who has just entered college at Far Eastern University with an athletic scholarship; when UAAP games restarts, she will play as one of the Lady Tamaraw Booters. We are proud of her accomplishments!



Meanwhile, we have not added any Fairplay Scholars at the elementary level this new school year, so the numbers are low at that end. This is not necessarily intentional, and in the next couple of years we may yet see some increase in the numbers from that end depending on the direction of Fairplay and the ongoing situation in Payatas.

Financially, starting SY 2021-22, Fairplay Scholars receive an average of Php 750 per month in cash for their school needs—uniform, school supplies, project materials, etc. They also have access to the Fairplay Café, which currently provides breakfast and school lunch 5 days a week to Fairplay Scholars. And of course, they have access to Youth Center services (academic tutorials, social support, mental health).

Those in the senior high school and college levels can request for additional financial assistance for their tuition and other school needs. At this level, school and university demands are greater and thus require greater support. Scholars who access this support are required to pay the education assistance back without interest once they graduate from college and start earning. The amount they pay will support the next generation of Fairplay Scholars and so they ‘pay it forward’.



TEAM PHILIPPINES

Aside from the Fairplay Scholars, we also have Team Philippines Scholars. These scholars are the football players of Team Philippines during the Street Child World Cup 2018 in Moscow, Russia. The scholarship they receive is our legacy project and aims to support the players in higher education.

The Team Philippines Scholarship supports 16 players and 1 youth coach. Of the 16 players, 5 are Fairplay Scholars while the youth coach is also a Fairplay Scholar. Of these 17 scholars, 9 are currently in college and are receiving financial support.



ACADEMIC SUPPORT

Academic Support

Tutorials at the Youth Center are our academic support activities geared towards helping our scholars with their schoolwork. With distance learning (online and modular) still being implemented by schools in the Philippines in 2021, our academic support activities at the Youth Center continued through 2021. Several times we had to close the Youth Center due to escalations of the ongoing lockdown (from the fourth week of March 2021 until the fourth week of April 2021, and from August until the fourth week of September 2021). Starting on the fourth quarter of 2021, the Youth Center recommenced full operations under a new manager.



ACADEMIC SUPPORT
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Table 4
No. of visits of Fairplay Scholars to the Youth Center in 2021

| Measurables | Quarter 1 | | | Quarter 2 | | | Quarter 3 | | | Quarter 4 | | |
|----------------------------|-----------|-----|-----|-----------|-----|-----|-----------|-----|-----|-----------|------|------|
| Months | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
| Total no. of visits/month | 88 | 137 | 72 | 0 | 85 | 55 | 47 | 0 | 17 | 154 | 179 | 142 |
| No. of active weeks | 3 | 4 | 3 | 0 | 4 | 3 | 3 | 0 | 1 | 4 | 4 | 3 |
| Average no. of visits/week | 29 | 34 | 24 | 0 | 21 | 18 | 16 | 0 | 17 | 39 | 45 | 47 |
| Target no. of visits/week* | 51 | 51 | 51 | NA | 51 | 51 | 51 | NA | 40 | 40 | 40 | 40 |
| Percentage from Target | 57% | 67% | 47% | NA | 41% | 35% | 31% | NA | 43% | 98% | 113% | 118% |

*The target number of visits/week from Quarter 1-Quarter 2 of 2021 was calculated as: 80% of 64 Fairplay Scholars (K-12 level) visiting once a week. The target number of visits/week from Quarter 3-Quarter 4 of 2021 was calculated as: 80% of 50 Fairplay Scholars (K-12 Level) visiting once a week.

GRAPH 4.1 - FAIRPLAY SCHOLARS: AVERAGE NUMBER OF VISITS TO THE YOUTH CENTER PER WEEK EACH MONTH IN 2021

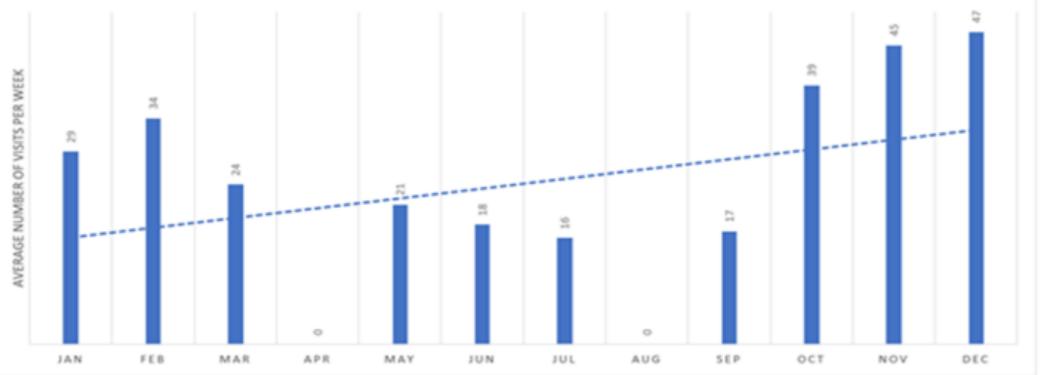


Table 4 presents the number of visits of Fairplay Scholars to the Youth Center in 2021 based on the attendance record. The total number of visits per month from January to December is tabulated. The total each month is divided by the number of "active weeks," or the weeks when the Youth Center had operations, rendering the average number of visits per week per month. The data suggests an increase in the number of Fairplay Scholars taking advantage of Youth Center services towards the final three months of the year, a positive trend. This trend is shown on Graph 4.1.

This trend may be attributed to various factors. Firstly, access to new computers and a new subscription to a faster Internet service provider (ISP) meant students were more motivated to drop by for online classes and/or research for their modules. We had received a donation of 10 brand new computers from donors—8 from Teleperformance and 3 from an individual sponsor. We also had a young sponsor who helped upgrade our computer peripherals and donated materials for our Youth Center activities. It was also around this time when ISPs were expanding their services in more areas, including Payatas. Whereas previously, only Bayantel (now Globe) serviced the area, albeit with slow, intermittent Internet and bad customer service; now, Converge ICT and PLDT both have a presence in the area. The Youth Center is subscribed to PLDT Home Fiber.



Secondly, regular, consistent, and uniform schedules of Youth Center activities and assigned interns and Youth Leaders meant that there is predictability and there is routine. All of the Fairplay Scholars are grouped according to their age group (or grade level), and each group have a specific schedule for their tutorial and EQ Club+ sessions and they can expect that the schedule will be the same week in and week out and their tutors and facilitators will be the same each week. Predictability helps ease stress among young learners, build trust and make them feel more secure, so they can focus on developing.

Thirdly, restored enforcement of mandatory remedial lessons to Fairplay Scholars with a general weighted average (GWA) below 85 meant that many of the students are required to go to the Youth Center for academic support at scheduled times. This is one of the responsibilities under the Fairplay Scholars agreement to receive weekly financial allowance. Valid excuses, such as illness, are accepted but the students are expected to fulfill additional seatwork and/or homework once they have recovered in order to claim their weekly allowance. This practice emphasizes discipline as well as responsibility.

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It should be noted, however, that the numbers presented above do not fully reflect the total number of kids from the community in general who were going to the Youth Center. In fact, during the first quarter of 2021 when the Youth Center opened its services to non-Fairplay Scholars—coinciding with the easing of government restrictions against mobility—the numbers soared, peaking at 296 visits during the second week of February. This is an average of 59 visits by kids per day that week. Numbers at this level could not be sustained without breaking social distancing standards, so we scaled back operations and limited the visits to Fairplay Scholars and some potential scholars after the April lockdown.

Social Support and Mental Health

The Youth Center promotes social and mental health support to our beneficiaries (Fairplay Scholars plus other invited children and youth participants) through the Youth Group sessions and the EQ Club sessions. The Youth Group utilizes recreational activities to create a safe and fun space for the kids to relax and socialize with each other. The EQ Club sessions are more educational, with the sessions geared towards nurturing personal development, emotional intelligence, and a growth mindset by following the Social Emotional Learning (SEL) curriculum.

With the pandemic and government restrictions on mobility, we continued to merge the Youth Group and EQ Club sessions into merged sessions called "EQ Club+." We also further defined the focus per level. The K-12 participants and Grade 7-8 students follow the SEL curriculum (with activities adjusted for their age groups) while those in Grade 9-10 focus on growth mindset. For the senior high school students, we have fashioned a new direction: career exploration and guidance. As more and more of our Fairplay Scholars enter senior high school, we have found it imperative to prepare them better for college not just academically but also in terms of guidance in their career choice. This is the first time we have introduced this course to our program.

Table 5 on the next page presents the number of invited participants ("attendees") attending the EQ Club+ sessions in 2021 based on the attendance record. Note that *invited participants* or *attendees* comprise of Fairplay Scholars and other potential program beneficiaries. The total number of attendees per month from January to December is tabulated. The total each month is divided by the number of "active weeks," or the weeks when EQ Club+ sessions were held, rendering the average number of attendees per week per month. The data suggests a decreasing trend in the number of attendees by mid-year and an upsurge during the final two months of 2021. This is shown on Graph 5.1 also on the next page.

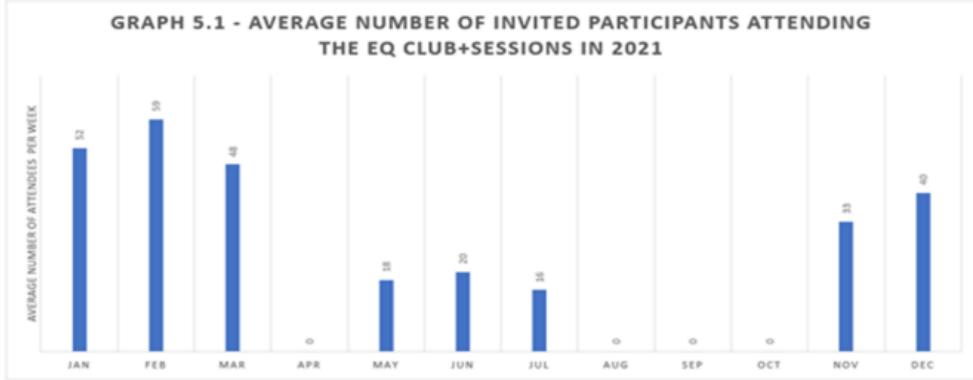


Table 5
No. of Invited Participants Attending the EQ Club+ Sessions in 2021

| Measurables | Quarter 1 | | | Quarter 2 | | | Quarter 3 | | | Quarter 4 | | |
|--------------------------------------|-----------|------|-----|-----------|-----|-----|-----------|-----|-----|-----------|-----|------|
| Months | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
| Total no. of attendees/month | 155 | 236 | 95 | 0 | 73 | 81 | 47 | 0 | 0 | 0 | 132 | 121 |
| No. of active weeks | 3 | 4 | 2 | 0 | 4 | 4 | 3 | 0 | 0 | 0 | 4 | 3 |
| Average no. of attendees/week | 52 | 59 | 48 | 0 | 18 | 20 | 16 | 0 | 0 | 0 | 33 | 40 |
| Target no. of attendees/week* | 51 | 51 | 51 | NA | 51 | 51 | 51 | NA | NA | NA | 40 | 40 |
| Percentage from Target | 101% | 116% | 93% | NA | 36% | 40% | 31% | NA | NA | NA | 83% | 101% |

*The target number of visits/week from Quarter 1-Quarter 2 of 2021 was calculated as: 80% of 64 Fairplay Scholars (K-12 level) visiting once a week. The target number of visits/week from Quarter 3-Quarter 4 of 2021 was calculated as: 80% of 50 Fairplay Scholars (K-12 Level) visiting once a week.

GRAPH 5.1 - AVERAGE NUMBER OF INVITED PARTICIPANTS ATTENDING THE EQ CLUB+SESSIONS IN 2021



There are two major factors affecting the drops in attendance to the EQ Club+ sessions. Firstly, the government's reimposition of lockdowns at varying levels makes operations more uncertain, affecting our schedules and thereby also impacting on the routines of our participants. This stop-go-stop-go situation makes it challenging to build momentum.

Secondly, during the 3rd quarter of 2021, when Youth Center interns re-started their schooling for the new school year, many had to resign their post to focus on their studies. This is particularly true for the interns on the management track since they were entering their fourth and final year in college.

On a positive note, the trend does show that attendance picked up again during the fourth quarter as the Youth Center restarted full operations. By this time, the day to day activities of the Youth Center transitioned from the Youth Center manager-interns to a senior staff member of Fairplay.

Sports Program

Our sports program aims to develop and empower children and youth. With the positive impact team sports can make, when done in the right way, our program is consistent with the 4 pillars of support. At Fairplay, our sports philosophy also carries our core values of care, learn, and improve. Instead of fostering a “win at all cost” mindset, we try to nurture a safe environment that places a higher value on caring for players and coaches, learning through deep practice, and improving so that each week or month is better than the last.

Since 2011 to present, the Payatas Football Club still makes up the whole of our sports program and we celebrate the growth of our players, comprising of children and youth from the Payatas community, each year. It has been a decade since the football club was founded. What started as a constructive bridge to connect and strengthen ties with the community has become a talent hotbed in the city, including several national youth team players and Fairplay Scholars offered football varsity scholarships for university.



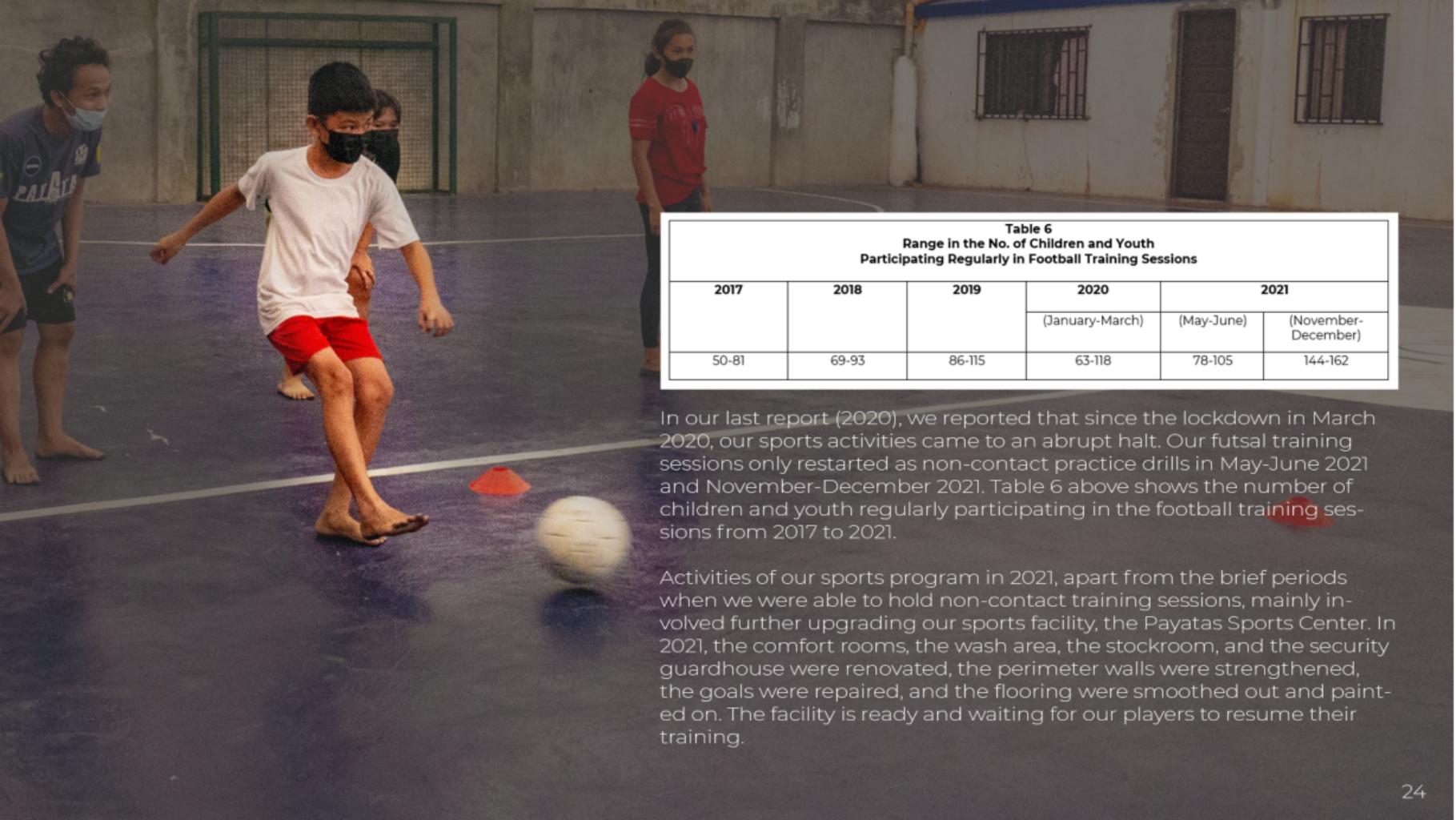


Table 6
Range in the No. of Children and Youth
Participating Regularly in Football Training Sessions

| 2017 | 2018 | 2019 | 2020 | | 2021 |
|-------|-------|--------|-----------------|------------|---------------------|
| | | | (January-March) | (May-June) | (November-December) |
| 50-81 | 69-93 | 86-115 | 63-118 | 78-105 | 144-162 |

In our last report (2020), we reported that since the lockdown in March 2020, our sports activities came to an abrupt halt. Our futsal training sessions only restarted as non-contact practice drills in May-June 2021 and November-December 2021. Table 6 above shows the number of children and youth regularly participating in the football training sessions from 2017 to 2021.

Activities of our sports program in 2021, apart from the brief periods when we were able to hold non-contact training sessions, mainly involved further upgrading our sports facility, the Payatas Sports Center. In 2021, the comfort rooms, the wash area, the stockroom, and the security guardhouse were renovated, the perimeter walls were strengthened, the goals were repaired, and the flooring were smoothed out and painted on. The facility is ready and waiting for our players to resume their training.



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NUTRITION



Nutrition & Social Business

Hungry kids cannot learn, cannot play, cannot grow. Poor families have limited access to nutritious foods, so malnutrition in Payatas is widespread. When our kids go compete in football games outside of Payatas, for example, they are often literally half the size of their counterparts from more affluent families. This is an alarming observation, especially when you put that side by side with the high level of childhood trauma among these kids.

To help address the issue, we created the Fairplay Café. Through this endeavor, we provide school lunches every day for our Fairplay Scholars. This goes beyond a feeding program because we are based in the community and the Café acts to solve the long-term solution for why the kids are hungry in the first place, as well as providing a more sustainable livelihood for several local mothers.





Table 7 below shows the number of meals served by the Fairplay Café throughout the year in 2019, 2020 and 2021. The number represents both internal meals served (i.e. Fairplay Scholars, football players, staff, and other beneficiaries) and external meals sold (i.e. meals served as sales to the community). In 2021, our Fairplay Café was open throughout the year to provide meals internally, but we also recommenced selling to the community in 2021 too from March-May and July-December. We were even able to hold two small buffet events (up to 9 pax) but had to stop this once lockdown restrictions prevented this or made it difficult.

| Table 7 No. of Meals Provided by the Fairplay Café | | |
|---|-------------|--------------|
| 2019 | 2020 | 2021* |
| 37,674 | 14,252 | 20,056 |

Since re-opening to the community last year, the Fairplay Café has steadily grown its revenue allowing it to breakeven on certain months. We continue to work towards strengthening the Fairplay Café to contribute to our sustainability. Financially, it is our deepest wish one day for Fairplay to be sustainable and less reliant on grants and donations. This means improving our social enterprises and income-generating activities.

Difficulties/Problems Encountered and Solutions

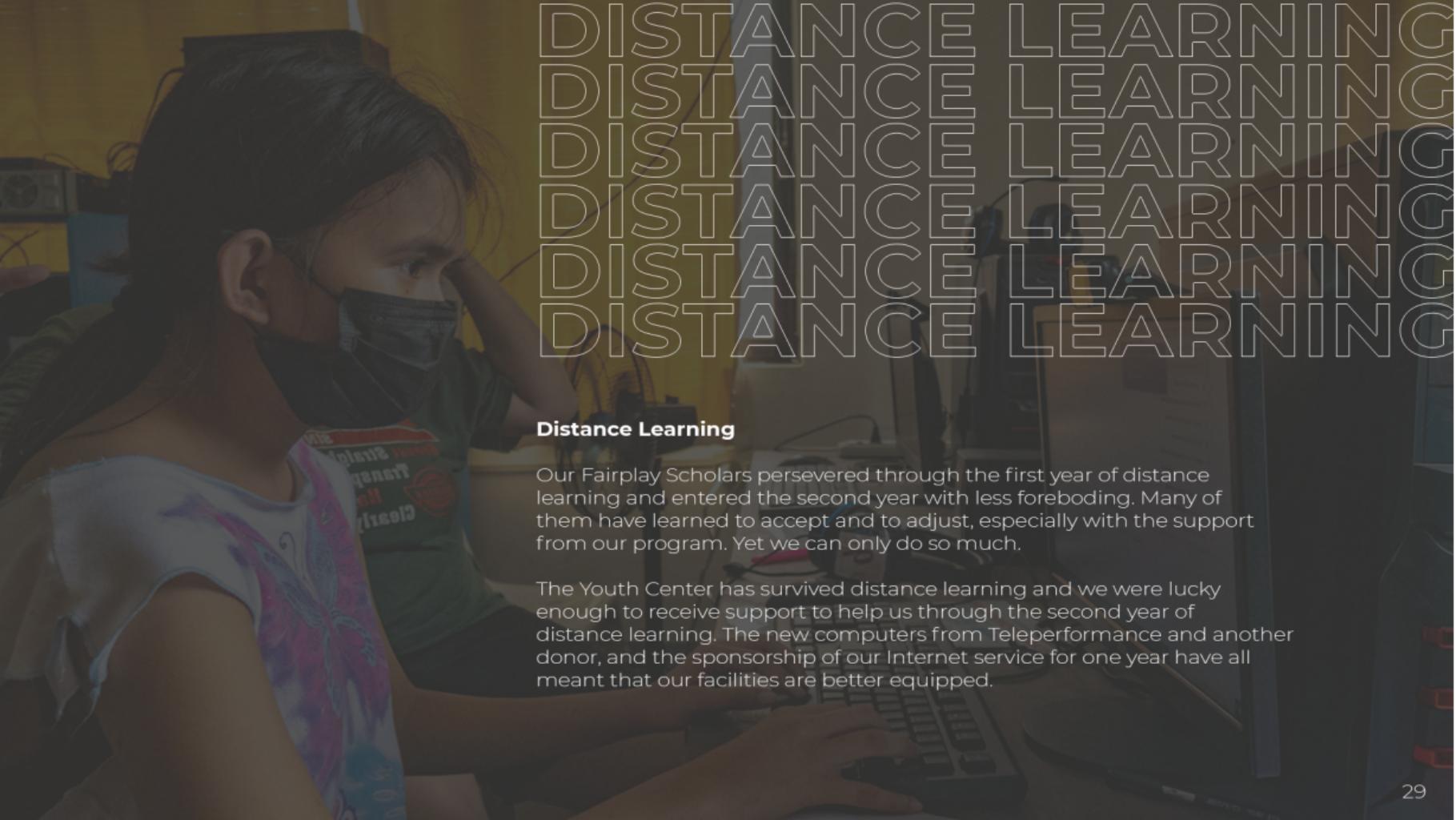
The challenges of 2020, especially related to the lockdown, persisted throughout 2021. Undoubtedly this was the biggest challenge. We kept going with our “new normal” operations implemented in 2020 and made adjustments based on arising situations. We continued to grapple with the challenges posed by the (a) pandemic, (b) distance learning, (c) manpower gaps, and (d) donor fatigue.

Pandemic

COVID-19 and the government restrictions stuck around in 2021 and continued to pose a threat, as surges continued to mean more cases and more lockdown rules. As our Youth Center and sports program attendance records show, we have had to put a hold on our activities when the government re-enforced lockdown rules and, afterwards, when restrictions are eased, attendance does not pick up immediately. This stop-go-stop-go experience has left kids feeling confused and stressed out, i.e., one week they can go to the Youth Center, and the next week they cannot go. And if they cannot go it can disrupt their school attendance or ability to get online for classes.

The silver lining has been the mass vaccination in the country has reached a critical mass, and the world against COVID-19. Although being inoculated does not mean complete immunity from SARS-COV-2, it does mean more protection and less risk to develop severe/critical illness and hospitalization. Moreover, we are beginning to understand that COVID-19 is not going away and that we need to accept this and carry on.

For us at Fairplay, vaccination is a must for the safety of our staff, kids, and community. All of our staff and interns are vaccinated (double dosed), and this has helped us continue to run our normalized operations with more confidence. We have also encouraged our Fairplay Scholars and their families to get vaccinated; but reservations and fear in the community continues to hinder some from getting inoculated.



DISTANCE LEARNING
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Distance Learning

Our Fairplay Scholars persevered through the first year of distance learning and entered the second year with less foreboding. Many of them have learned to accept and to adjust, especially with the support from our program. Yet we can only do so much.

The Youth Center has survived distance learning and we were lucky enough to receive support to help us through the second year of distance learning. The new computers from Teleperformance and another donor, and the sponsorship of our Internet service for one year have all meant that our facilities are better equipped.

Manpower Gaps

In 2021, further changes took place in our manpower. First, when one of our major grants was completed, the contract of our researcher funded by the project was also concluded. This meant that in 2021 we did not conduct any community research. This is an inconvenience in our monitoring & evaluation activities for 2021, but the good news is that a new grant has been signed for 2022 that would support our community research.

Second, in 2021, our social worker moved on from the organization. On the one hand, her career goals had shifted; on the other hand, we need a social worker who is more efficient and effective in not just administrative work but also in proactively providing support for our Fairplay Scholars. We are on the lookout for such a person.

Third, several of our interns, who are Fairplay Scholars, resigned their post as they entered either their final year in senior high school or in college. These interns were management trainees and the loss of them rather meant that senior staff managers had to fill in the gaps themselves directly while also starting over again in recruiting and training a new bunch of interns from among the Fairplay Scholars. Thus, in 2021, a new batch stepped up, filling up positions in Admin & Finance, the Youth Center, the Sports Department, and the Fairplay Café. And they are doing well; it's a positive development.

MANPOWER GAPS



DONOR FATIGUE

Donor Fatigue

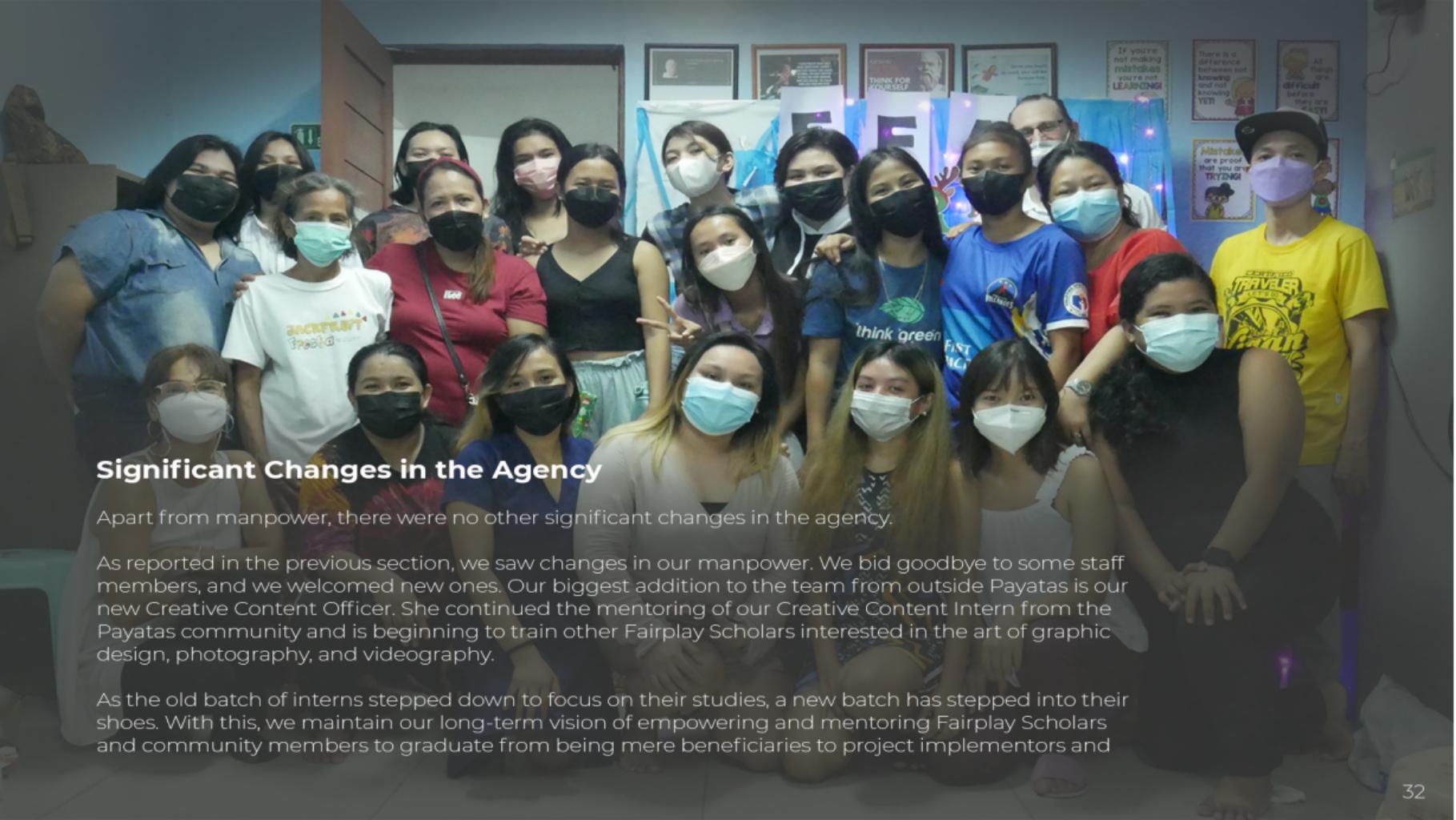
2021 was quite a challenging year in fundraising. First, our partnership with Beiersdorf Philippines, a partner since 2017, came to a conclusion as their global office shifted focus on new CSR areas. This meant we were in the hunt for a new CSR partner during the context of a global pandemic and this was a tough obstacle to surmount.

During the first three quarters of the year, we spent tremendous efforts to engage with corporate entities and apply for project grants, but it seemed to bear little fruit at the start. We persisted on, ensuring our activities are shared and reported on social media regularly to continue accountability with continuing supporters and attract new donors.

Through these difficulties, we also saw hope. We strengthened our relationship with a long-time donor, Thinking of Yves (TOY), and this resulted in a new major partnership. Without TOY's financial and moral support, many of our accomplishments in 2021 would not have materialized.

Towards the end of the year, we also forged new relationships, including with Decathlon, Call of Duty: Mobile – Garena, and the Online Micro Sellers Marketing Cooperative (OMSMC), that we hope would lead to improved future partnerships. We also signed a new grant with the FIFA Foundation for our sports and our Youth Center programs in 2022.





Significant Changes in the Agency

Apart from manpower, there were no other significant changes in the agency.

As reported in the previous section, we saw changes in our manpower. We bid goodbye to some staff members, and we welcomed new ones. Our biggest addition to the team from outside Payatas is our new Creative Content Officer. She continued the mentoring of our Creative Content Intern from the Payatas community and is beginning to train other Fairplay Scholars interested in the art of graphic design, photography, and videography.

As the old batch of interns stepped down to focus on their studies, a new batch has stepped into their shoes. With this, we maintain our long-term vision of empowering and mentoring Fairplay Scholars and community members to graduate from being mere beneficiaries to project implementors and



Plan of Action 2022

In 2022, we hope to maintain and improve what we have already renewed in 2020 and 2021. Our theme of the year is consistency—consistency in upholding our core values of learn, care and improve, consistency in our mission to level the playing, consistency in our vision of an empowered and healthy community, consistency in our day-to-day work in Payatas.

We have set several priorities for 2022 to better deliver on our projects and support within our community. With the mass vaccination program of the government against COVID-19, we are truly hopeful that this year we will be able to step on the gear that would take us where we set out to go.

In the Sports Program, with facilities fully upgraded, we will re-open to serve the community again, and beyond. When government restrictions against contact sports is fully established, we hope to reach at least 200-250 children and youth regularly training and playing in our Payatas Sports Center, coached by our homegrown youth coaches.

We also aspire to begin a fitness program for our community beyond football or futsal. We imagine a regular Zumba Club for mothers that aims to foster not just physical health but also the social aspect of belonging to a group with similar interests.

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For sustainability, we reiterate what we said last year that the PSC will develop into a space for groups, teams, and individuals outside of Payatas to play, join training sessions, hold tournaments and events for a fee as an income generating activity. Any revenue the PSC makes will be reinvested back into the Sports Program—to pay for the maintenance of the facility and for our youth coaches, so they can coach rather than scavenge.

Finally, we hope to be able to send a women's team to participate in the Street Child World Cup (SCWC) in Doha, Qatar in October 2022. Women's football in the Philippines has been gaining positive ground especially after qualifying recently for the Women's World Cup 2023. We dream of being able to ride this wave and gather support for our own Team Philippines SCWC. We organize Team Philippines SCWC, and in 2014 and 2018 we sent former street kids from the Philippines to compete at the SCWC in Rio de Janeiro and to Moscow, respectively. In Rio, our girls' team reached the final and in Moscow the Semi Finals. The accomplishments of our team have inspired girls from the community to aspire more for themselves; as they see more and more Fairplay Scholars succeeding in sports and education, they begin to believe in themselves as well.



In our Education Program, as four of our Fairplay Scholars graduate from college in 2022, we plan on replacing their spots and increasing the roster of Fairplay Scholars. Our 5-year goal is to support 100 Fairplay Scholars; for SY 2022-23, we will support 75 and hopefully go up every year from thereon until we reach a hundred.

The Youth Center will continue to become a learning and resource hub for Fairplay Scholars and their families. Our academic support sessions, EQ Club and Youth Group sessions will maintain its path towards further improvements, and our Internship Program will continue to train Fairplay Scholars so they are able to nurture their professional and personal growth.

In our social business, the Fairplay Café will expand its menu as the Fairplay Café mothers develop new dishes and improve current ones. The Fairplay Café will continue to sell externally and contribute to its sustainability. The Fairplay Café, in 2022, seeks to make a good profit and continue providing livelihood and training opportunities to Fairplay Scholars and mothers who want to venture into the culinary world or restaurant management sector.

Entering the beginning of the post-pandemic period of 2022, we re-consolidate our operations under the new context and move forward with confidence. With our facilities fully fit-for-purpose as a sports center, youth center, and social business, representing the final model of our facilities for Fairplay in Payatas, we expect consistent delivery on the four areas of support for our Fairplay Scholars and their families: academic support, financial incentives, social support, and, mental health, while becoming more self-sustainable. We are cautiously optimistic for 2022. ~



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