

Republic of the Philippines  
Department of Social Welfare and Development

**ANNUAL REPORT**

**of**

**FAIRPLAY FOR ALL FOUNDATION**

**Name of Agency**

**32 Bicol Street, Payatas B, Quezon City**

**Address**

**For Year: 2022**

**I. Background: Who We Are and What We Do**

We are a non-stock, non-profit, non-governmental charity organization based in Payatas, Quezon City.

**A. 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.

**B. Mission Vision Statement**

Our mission is to level the playing field. This means creating opportunities and a support network that bridges the gap between the opportunities and privileges many of us enjoy, and the cycle of poverty many others were born into.

Our vision is a self-sustaining community that supports and cares for one another. This is an empowered community where everyone contributes and is responsible for helping to level the playing field for each other.

**C. 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<sup>1</sup>), 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. 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.

### ***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.

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

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<sup>1</sup> To learn more about Pathways to Education, read the study conducted by Philip Oreopoulos et al. “Pathways to Education: An Integrated Approach to Helping At-Risk High School Students” here: <https://www.nber.org/papers/w20430.pdf>, or listen to the podcast by Freakonomics, “How to Fix a Broken High Schooler, in Four Easy Steps (Ep. 189)”, for a quick listen: <https://bit.ly/2LWq39z>.

(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.

## **II. Executive Summary of Annual Accomplishment Report 2022**

The year 2022 marks the year that Fairplay For All Foundation emerged from the pandemic and geared up to 100% of our operations guided by our theme of consistency. Our Education Program through the Youth Center continued to flourish and support our Fairplay Scholars throughout the year, adjusting to the return of face-to-face classroom sessions in public schools in the final quarter of 2022. Our Sports Program came to life fully with training sessions throughout the year, leagues for our players, and of course the Street Child World Cup 2022 in Doha. Our Fairplay Café also kept up with the pace of our Education and Sports Programs, providing free meals to Fairplay Scholars and Payatas FC players (during game days) throughout the year.

We are happy to celebrate our accomplishments, we are proud of the progress we have made and continue to make. The journey has not been without challenges, but our experiences have taught us that we will pull through each time and we will persevere to provide support and service to our community.

This Annual Accomplishment Report highlights our successes and challenges in 2022 and shares what we are looking forward to in 2023.

## **III. Salient Accomplishment (Statistical and Narrative)**

### **A. Education Program**

Fairplay's education program aims to holistically support the Fairplay Scholars through 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 the activities buttressing the 4 pillars of support.

In 2022, the Youth Center maintained normal operations throughout the year as the threat of COVID-19 decreased with the country’s mass vaccination program and the further easing of pandemic restrictions by the government. The only exception was in January when Fairplay had to go on hiatus for two-three weeks as some staff members got infected by the omicron strand of COVID-19.

How the year at the Youth Center went was heavily influenced by the public schools. From January 2022 until July 2022, distance learning persisted on for our Fairplay Scholars and this translated to high attendance in the Youth Center as they had more time to go access the resources offered and regularly attend study sessions. From August to December 2022, we saw the return of students into their physical classrooms, attending face-to-face classes in school for a straight week every other week. This situation led to a drop in attendance in the Youth Center as students adjusted to the new arrangements and as the Youth Center modified schedules to adapt to the new situation and schedules of kids.

Nevertheless, what was constant was the Youth Center continuing to provide its services consistently through the year: academic tutorials, access to computer and Internet to support their online classes, and EQ Club sessions and other youth club sessions.

### ***Fairplay Scholars***

Table 1 below has been updated from our previous AAR 2021. It shows the number of Fairplay Scholars in the past years, including the present school year, and classified according to their scholarship status: (A) Fairplay Scholars whose scholarship agreement was *not* renewed for the new school year; (B) Fairplay Scholars who have fulfilled all requirements and whose scholarship agreement was renewed; (C) Fairplay Scholars who have signed the scholarship agreement for the very first time; (D) applicants to the ESP and who are on the waiting list, they have not yet signed a scholarship agreement; (E) Fairplay Scholars who have *not* fulfilled all requirements and thus are on probation at the start of the new school year; (F) Fairplay Scholars who have graduated from college; and (G) Fairplay Scholars who have graduated from SHS but did not go to college and instead have opted to take a “gap year.”

<b>Table 1</b>													
<b>No. of Fairplay Scholars</b>													
<b>Classification According to Scholarship Status</b>		<b>Start of SY 2017-18</b>		<b>Start of SY 2018-19</b>		<b>Start of SY 2019-20</b>		<b>Start of SY 2020-21</b>		<b>Start of SY 2021-22</b>		<b>Start of SY 2022-23</b>	
		<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>
A	Exited from the Program			7	16%	4	6%	11	13%	11	14%	7	9%
B	Ongoing	44	100%	37	84%	32	50%	44	51%	39	51%	47	63%
C	New					13	20%			21	27%	2	3%
D	Applicants / Waiting List							26	30%	5	6%	10	13%

E	On Probation					15	23%	5	6%	1	1%	4	5%
F	Graduated from Tertiary											3	4%
G	Graduated from SHS – Gap Year											2	3%
<i>Total</i>		44	100%	44	100%	64	100%	86	100%	77	100%	75	100%
<i>Total excluding items A, F, G</i>		44		37		60		75		66		63	

*Exited from the Program.* As per Table 1, of the 66 Fairplay Scholars from SY 2021-2022, seven were not renewed for SY 2022-23 due to various reasons. Two of the 7 dropped out of school (college level) because they could not cope with the distance learning mode of schooling. Three (high school and senior high school levels) were not renewed due to unfulfillment of the scholarship agreement requirements, i.e., absence in Youth Center activities, lack of communication, non-submission of grading cards, etc. One student, an elementary school student, exited the program because he relocated to the province with his father after his parents got separated. And the last of the seven was an ESP applicant from the previous year but was dropped from the list in the new school year when, after turning 18, he decided to find employment outside Payatas.

*Applicants/Waiting List and New.* In SY 2021-22, there were five applicants in the waiting list to become Fairplay Scholars. One of the five, as explained previously, left school and Payatas to work. Two of the five were successful in their application and officially started their tenure as Fairplay Scholars in the new school year. One applicant graduated from senior high school (SHS) and is taking a gap year, and the last one has been retained in the waiting list for this school year. With the additional nine new applicants in SY 2022-23, there is now a total of ten applicants.

*Ongoing and On Probation.* A majority of the Fairplay Scholars fulfilled the scholarship requirements and were renewed for the new school year. Unfortunately, four could not quite fulfill the minimum requirements expected under the scholarship contract and were thus put “on probation.” This means their financial assistance is put on hold until they show their commitment to the program, i.e., for the four this meant reaching at least an 80% attendance rate in Youth Center activities (tutorials, EQ Club sessions) throughout the year.

*Graduated.* At the end of last school year, we celebrated the graduation of some of the scholars. Of the 66 Fairplay Scholars in SY 2021-22, six of seven Grade 12 students completed their senior high school education and three of four graduated from college. Of the six who finished SHS, three enrolled in first year college, two took a gap year and are currently pursuing an internship in Fairplay, and one has left the ESP to seek employment opportunities.

The three who completed their college education graduated with flying colors! They are also among the very first batch of Fairplay Scholars. The first of the three earned her Bachelor of Science degree in Fitness and Sports Management from the University of Sto. Tomas, graduating cum laude. She is now managing the Sports Program of Fairplay as a management trainee. The second completed his Bachelor of Science in Information Technology at Quezon City University. He also graduated cum laude, and now works at an IT firm in Makati City. And the last, but not least, of the three graduated from the National College of Business and

Arts with a Bachelor of Science degree in Business Administration, Major in Marketing Management. She achieved a GWA of 1.2, but was not awarded an honor due to a technicality that involved a lower grade in one of her classes. After completing a 2-month internship at Decathlon Philippines through our Fairplay x Decathlon Partnership, she was eventually absorbed by the company.

The next table, Table 2, shows the number and percentages of Fairplay Scholars classified by their sex assigned at birth. The total number *does not* include those who have exited the program. This is followed by a graph showing the composition of Fairplay Scholars according to their sex assigned at birth through the years. Overall, there have been more boys in the ESP than girls, but we continue to work towards closing this gap.

Table 2 Fairplay Scholars: Classification by Sex												
Classification According to Sex	Start of SY 2017-18		Start of SY 2018-19		Start of SY 2019-20		Start of SY 2020-21		Start of SY 2021-22		Start of SY 2022-23	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Male	25	57%	25	68%	34	57%	42	56%	37	56%	36	57%
Female	19	43%	12	32%	26	43%	33	44%	29	44%	27	43%
<i>Total</i>	44	100%	37	100%	60	100%	75	100%	66	100%	63	100%

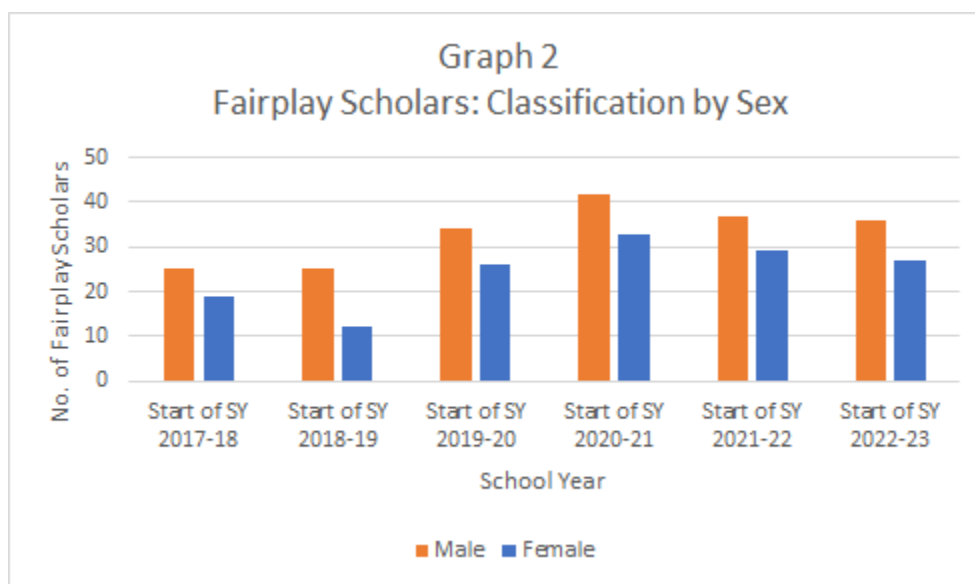
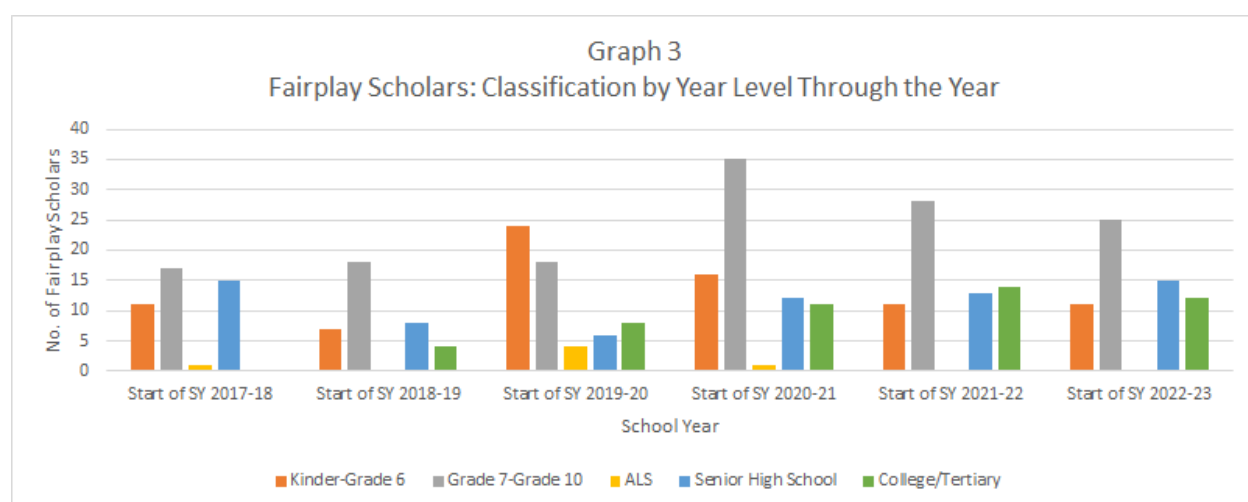


Table 3 below presents the number and percentages of Fairplay Scholars classified by their year level range. This is followed by Graph 3, presenting the trends in the composition every year from 2017 to 2023. The total number *excludes* those who have exited the program.

In general, through the years, the Fairplay Scholars who have not left the ESP continue to get promoted each school year. In SY 2022-23, there have been 9 *new students* added to the list of ESP applicants, so this has bolstered the numbers especially for the elementary level. Without the five elementary level applicants, there would only be six Fairplay Scholars left in the

Kinder-Grade 6 bracket. In the junior high school bracket (Grade 7-10), there are three new applicants added all in Grade 9. Nevertheless, with or without them, this bracket continues to have more numbers of Fairplay Scholars.

Table 3 Fairplay Scholars: Classification by Year Level													
Classification According to Year Level		Start of SY 2017-18		Start of SY 2018-19		Start of SY 2019-20		Start of SY 2020-21		Start of SY 2021-22		Start of SY 2022-23	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
E	Kinder-Grade 6	11	25%	7	19%	24	40%	16	21%	11	17%	11	17%
F	Grade 7-Grade 10	17	39%	18	49%	18	30%	35	47%	28	42%	25	40%
G	ALS	1	2%		0%	4	7%	1	1%	0	0%	0	0%
H	Senior High School	15	34%	8	22%	6	10%	12	16%	13	20%	15	24%
I	College/Tertiary			4	11%	8	13%	11	15%	14	21%	12	19%
Total		44	100%	37	100%	60	100%	75	100%	66	100%	63	100%



With more and more Fairplay Scholars levelling up to the SHS and college levels, there would be a need to add more Fairplay Scholars in the first two grade level brackets. Our target in the next five years is to be able to reach and maintain support for 75 Fairplay Scholars.

### ***Financial Assistance/Incentive***

Financial incentive or assistance is one of the four pillars of support in our Theory of Change. For the Fairplay Scholars this means an average monthly allowance of Php 750 in cash received for their school needs, such as uniform, school supplies, project materials, etc. In addition, they have access to the Fairplay Café, which provides them with their *baon* in the form of a packed

meal, either breakfast or lunch five days a week.

Those in the senior high school and college levels can request additional financial assistance for their tuition and other school needs through our *Alalay Pangedukasyon*. 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’.

Throughout 2022, we have been able to support the Fairplay Scholars financially.

Aside from the Fairplay Scholars, we also support our Team Philippines Scholars batch 2018. 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 was also a Fairplay Scholar. Of these 17 scholars, 2 have graduated from college, and 9 are currently in college receiving financial support.

Finally, we have an additional layer of financial support for Fairplay Scholars through internship programs. Those who want to can apply as interns and youth leaders in the Youth Center, as youth coaches in the Sports Center, as cooks in the Fairplay Café, as media interns or as admin interns. This way, they have an opportunity to earn money and have work experience. The table below shows the current number of Fairplay Scholars in the internship program and the status of their scholarship. Some have leveled up from part-time interns to full-time regular employees.

<b>Table 4</b>			
<b>Fairplay Internship in 2022</b>			
<b>Department</b>	<b>No.</b>	<b>Position</b>	<b>Scholarship Status</b>
Admin & Finance	1	Admin Officer	-SHS graduate taking gap year
Youth Center	2	Youth Center Part-Time Interns	-SHS graduate taking gap year -former Fairplay Scholars
	2	Youth Leaders/Tutors	-SHS ongoing
Sports Center	4	Level 2 Youth Coaches	-College ongoing -SHS ongoing
	13	Level 1 Youth Coaches	-High school ongoing -Applicants
Fairplay Café	1	Kitchen Staff	-former Fairplay Scholars

There is an additional advantage for Fairplay Scholars who go through the internship program. Those who do well and are ready for the next challenge would be endorsed to the internship program of Decathlon Philippines. This opportunity for Fairplay Scholars was opened through Fairplay’s partnership with the global sports retail company. Part of their social impact program is to train and hire youth from underprivileged backgrounds for a 2-month internship. In 2022, there were 4 Fairplay Scholars who went through the Decathlon internships. Three of them were absorbed by the company.

### ***Academic Support***



Academic support for Fairplay Scholars was provided throughout 2022 mostly in the form of tutorials and access to computers and Internet for online classes and research just like in 2021. Academic tutorials in 2022 can be divided into three periods. The first period was from January to June 2022, which had a group study arrangement scheduled once a week for 5 groups of Fairplay Scholars: (1) Grade 1-6 every Tuesday afternoon at 1:00-3:00 PM, (2) Grade 7-8 every Wednesday afternoon at 1:00-3:00 PM, (3) Grade 9 every Thursday at 1:00-3:00 PM, (4) Grade 10 every Friday at 1:00-3:00 PM, and (5) Senior High School every Saturday at 1:00-3:00 PM. The major advantage of this was the regularity and consistency of the schedule, making it part of the students' routine.

The second period of 2022 was from July to August during the school break when we implemented a 5-week intensive remedial series called "English Boot Camp." This was aimed towards improving the English proficiency of the Fairplay Scholars, and each group of kids had a session four times a week for five weeks. We held a pre-test and a post-test before and after to check the participants' progress. Overall, some showed marked improvements while for others there were no significant improvements. Nevertheless, when we asked the kids to evaluate the English Boot Camp, a majority felt positively over the initiative, appreciated the learnings gained and hoped to participate in more classes like them.

The third and final period of 2022 was from September to December 2022 with the start of the new academic year, SY 2022-23. This period was marked primarily by the return of face-to-face classes for students. In their respective public schools, students were grouped into Set A and Set B, with each set alternating between face-to-face sessions and take-home assignments and activities. Moreover, some kids were assigned to the morning classes and others to the afternoon. With such varying school times, the Youth Center had to adjust to the various schedules. From September to December, we experimented with one-to-one or one-to-two tutorial sessions, that is 1 tutor: 1 student or 1 tutor: 2 students to see if this ratio can be more effective in helping kids academically compared to group tutorials as well as to be more flexible with the varying school schedules.

All these above-mentioned phases in 2022 influenced the Fairplay Scholars' attendance in Youth Center activities.

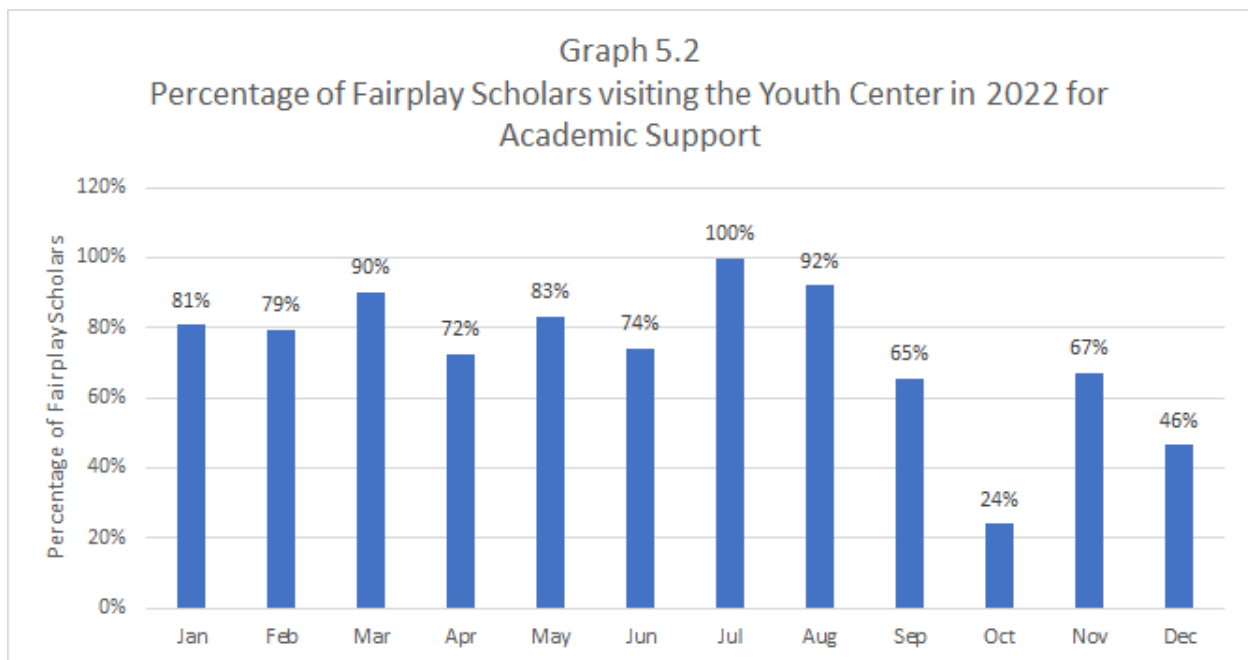
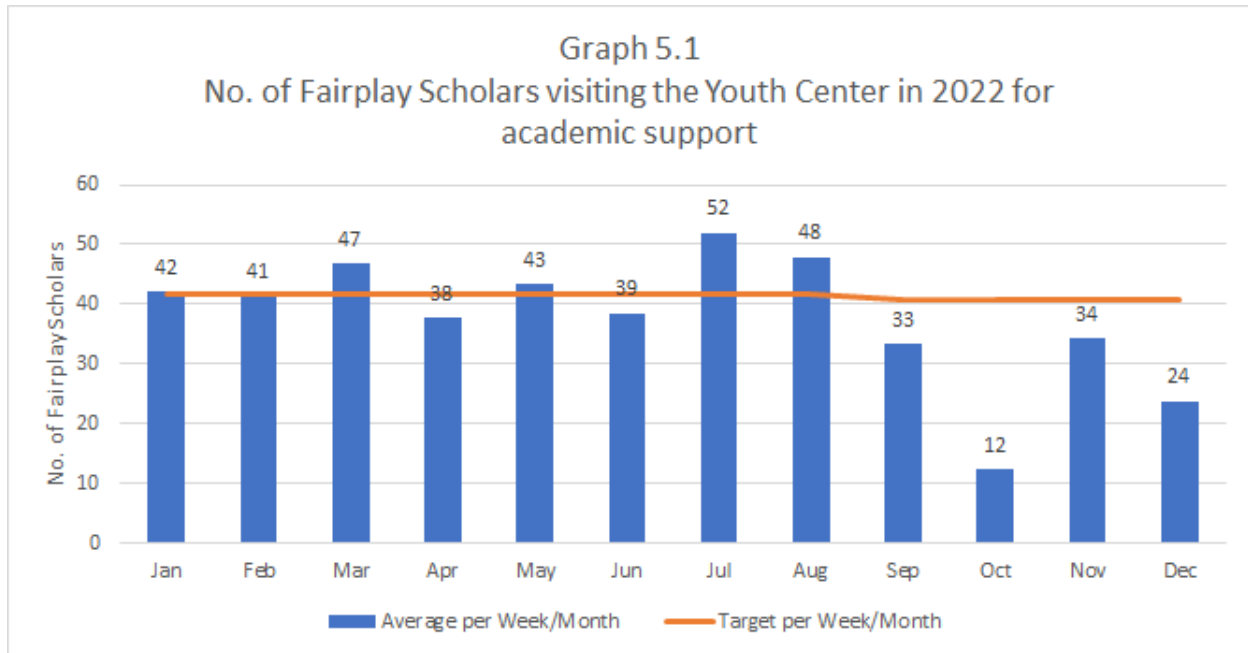
Table 5 next page shows the number of visits of Fairplay Scholars to the Youth Center in 2022 for academic support based on our attendance records. Note that there are two numbers to mind: the ***total number of visits*** and the ***unique number of visits***. The former counts all total visits even from the same student, while the latter counts only the student regardless of how many times they visited each week. The 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.

Based on the ***unique number of visits***, we can check whether we have achieved our targets. Academic tutorials cater mostly to students from kindergarten to Grade 12, so our targeted number of visits/week excludes college students (though college students are always welcome to use the resources in the Youth Center). Thus, from January to August our target number is based on 52 Fairplay Scholars within the K-12 grade levels, and 51 from October to December. Specifically, our target is 80% of K-12 Fairplay Scholars visiting once a week (January-June and September-December). Graph 5.1 presents the number of Fairplay Scholars visiting the Youth Center in 2022 for academic support set against our target, and Graph 5.2 shows the percentage.

The data suggests high attendance rates among Fairplay Scholars during the first and second period of 2022, but overall, the results are mixed. The highest attendance was in July within the English Boot Camp period, while the lowest was in October. The numbers in October dropped due to the participation of key Fairplay Scholars and Youth Leaders in the Street Child World Cup (SCWC) in Doha, Qatar. Two of the Youth Leaders were players in the SCWC event and so could not meet with their tutees at the time. In general, however, it is noticeable that the numbers are lower during the last four months in 2022. This is largely because the Youth Center and the Fairplay Scholars had to undergo an adjustment period brought on by the return to face-to-face classes in schools and get used to a new schedule and routine.

**Table 5****No. of visits of Fairplay Scholars to the Youth Center in 2022 for Academic Support**

Quarter	Quarter 1						Quarter 2						Quarter 3						Quarter 4					
Months	Jan		Feb		Mar		Apr		May		Jun		Jul		Aug		Sep		Oct		Nov		Dec	
Measurables	Total	Unique	Total	Unique	Total	Unique	Total	Unique	Total	Unique	Total	Unique	Total	Unique	Total	Unique	Total	Unique	Total	Unique	Total	Unique	Total	Unique
No. of <i>visits/month</i>	48	42	186	165	257	234	123	113	184	173	163	154	622	156	383	96	132	100	60	49	194	137	89	71
No. of active weeks	1	1	4	4	5	5	3	3	4	4	4	4	3	3	2	2	3	3	4	4	4	4	3	3
Average no. of <i>visits/week</i>	48	42	47	41	51	47	41	38	46	43	41	39	207	52	192	48	44	33	15	12	49	34	30	24
Target no. of <i>visits/week*</i>		42		42		42		42		42		42		42		42		41		41		41		41
Percentage from Total		81 %		79 %		90 %		72 %		83 %		74 %		100 %		92 %		65 %		24 %		67 %		46 %
*The target number of visits/week from January-June 2022 was calculated as: 80% of 52 Fairplay Scholars (K-12 level) visiting once a week for academic tutorials (group study sessions). The target number of visits/week from July-August of 2022 was calculated as: 80% of 52 Fairplay Scholars (K-12 Level) visiting 4x a week for the English Boot Camp. The target number of visits/week from September-December of 2022 was calculated as: 80% of 51 Fairplay Scholars (K-12 Level) visiting once a week for academic tutorials (individual study sessions).																								



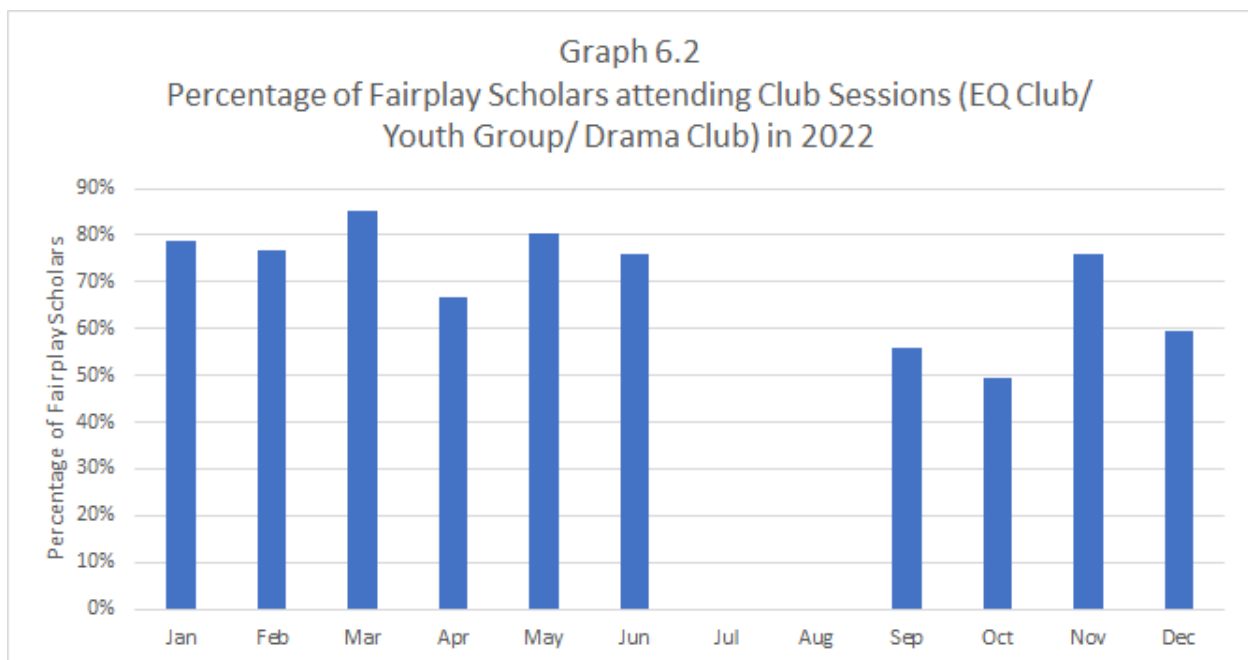
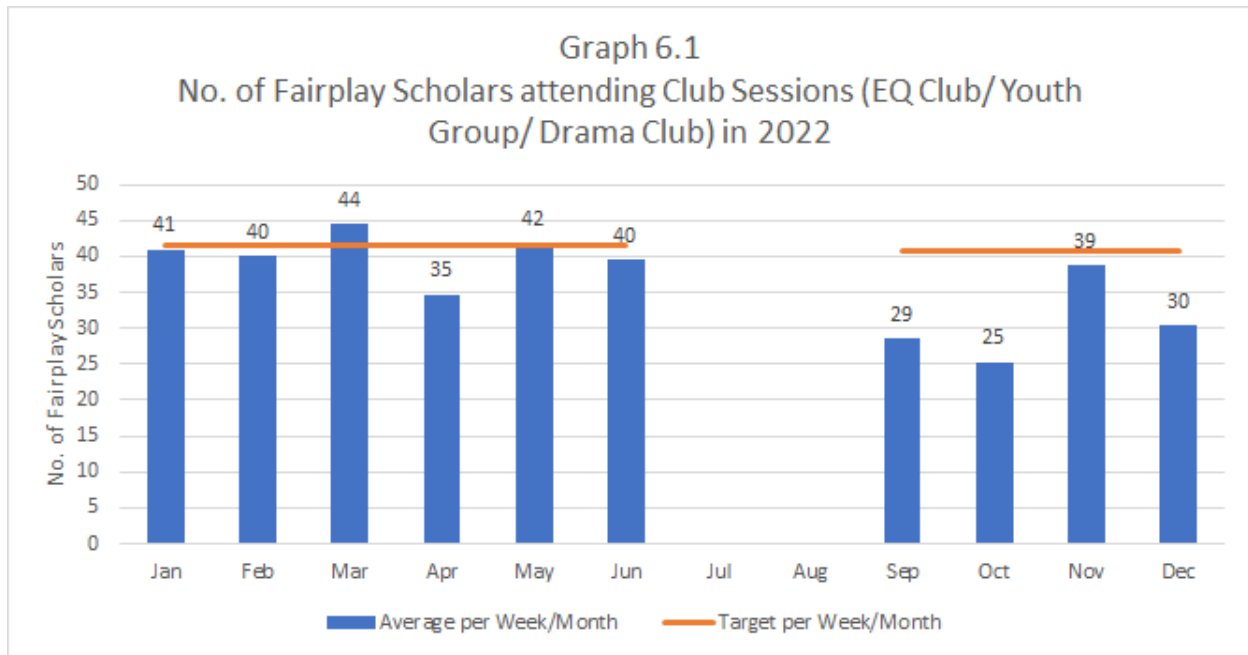
### ***Social Support and Mental Health***

The Youth Center continued to facilitate social support and mental health group sessions throughout 2022 through EQ Clubs and the youth clubs. The EQ Club sessions are geared towards nurturing personal development, emotional intelligence, and a growth mindset by following the Social Emotional Learning (SEL) curriculum. During the first period of 2022 (January-June), the EQ Club sessions were held immediately after the tutorial sessions, providing continuity for the group. During the second period of 2022 (July-August), with the English Boot Camp ongoing throughout the day 4x per week, we did not hold EQ Club sessions. During the third and final period of 2022 (September-December), we diversified and

experimented with different youth clubs (Youth Group and Drama Club) along with the EQ Club. The Youth Group utilizes recreational and teambuilding activities to create a safe and fun space for the kids to relax and socialize with each other, while the Drama Club aims to help kids develop their self-confidence through performance art.

Table 6 below shows the number of Fairplay Scholars attending the club sessions (EQ Club, Youth Group, and Drama Club) in 2022. Graph 6.1 presents the number of Fairplay Scholars attending either one of the club sessions (EQ Club, Youth Group, or Drama Club) set against our target, and Graph 6.2 shows the percentage. In sum, the pattern is almost similar to the numbers for academic support. There was high attendance during the first period of the year (January-June), but the attendance struggled during the third period of the year (September-December) as Fairplay Scholars returned to their schools for the new school year and had to adjust to a new routine, with the Youth Center also modifying club schedules accordingly. In addition, the numbers were also somewhat affected by the preoccupation with the SCWC, with key players being away for the event. Nevertheless, what the Fairplay Scholars missed in their EQ Club sessions due to the SCWC were made up for their participation in the activities in Doha on and off the pitch.

<b>Table 6</b>												
<b>No. of Fairplay Scholars attending club sessions (EQ Club, Youth Group, Drama Club) in 2022</b>												
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 <i>participants/month</i>	41	160	222	104	167	158			57	101	155	91
No. of active weeks	1	4	5	3	4	4			2	4	4	3
Average no. of <i>participants/week</i>	41	40	44	35	42	40			29	25	39	30
Target no. of <i>participants/week*</i>	42	42	42	42	42	42			41	41	41	41
Percentage from Total	79%	77%	85%	67%	80%	76%			56%	50%	76%	59%
*The target number of participants/week from January-June 2022 was calculated as: 80% of 52 Fairplay Scholars (K-12 level) attending EQ Club sessions. The target number of participants/week from September-December of 2022 was calculated as: 80% of 51 Fairplay Scholars (K-12 Level) attending either one of the club sessions (EQ Club, Youth Group, Drama Club).												



## B. 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.

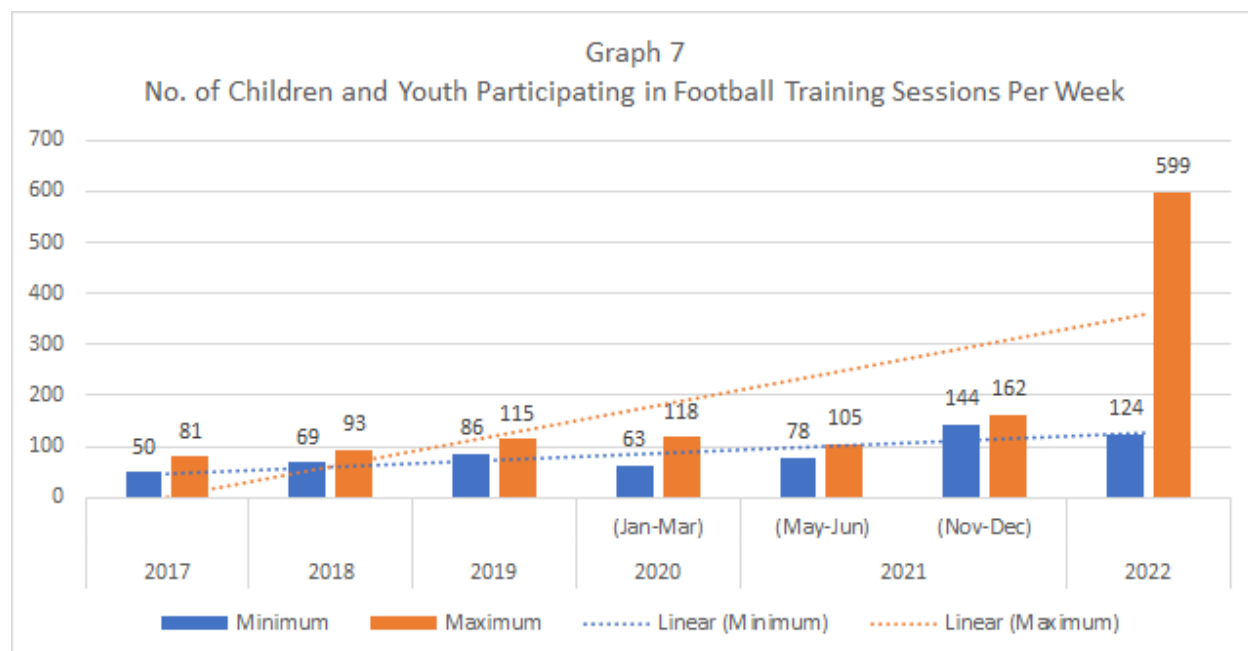
Since 2011 to present, the Payatas Football Club still makes up the whole of our sports program and we celebrate the growth of our players, comprising of children and youth from the Payatas community, each year. It has been a decade since the football club was founded. What started as a constructive 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.

In our last report (2021), we reported that our futsal training sessions only restarted as non-contact practice drills in May-June 2021 and November-December 2021. The scene was vastly different in 2022. With the easing of restrictions against contact sports and mass vaccination program of the government, our Sports Program was able to hold training sessions throughout the year, organize one season of the Fairplay Futsal League, two weekends of the Fairplay Cup tournament, two months of training camp for the Team Philippines Street Child World Cup (SCWC), participate in the SCWC event in Doha, and train more youth coaches from the community. Indeed, it was a full and busy year for our sports department with so many accomplishments.

Table 7 below shows the number of children and youth regularly participating in football training sessions from 2017 to 2022. The number represents the minimum and the maximum number of participants per week. The numbers are presented in Graph 7, showing the trends. It is obvious how the range increased exponentially from before the pandemic to post-pandemic. From a minimum of 50 players in 2017 training at our Payatas Sports Center per week to 124 in 2022; and from a maximum of 81 players in 2017 to 599 in 2022. The maximum number in 2022 is 7x greater than in 2017. Note that this number is the total number, rather than the unique number, i.e., the number of registered players regardless of how many times they train. As of February 2022, there were at least 128 registered players with Payatas Football Club with varied age groups (from U8s to young adults). By the end of 2022, we estimate more than 200 children and youth training two to three times a week.

We can attribute this increase in the number of players to two main reasons: (1) the improvements in infrastructure through the years; and (2) the end of the restrictions imposed against contact sports. Regarding the first reason, in 2017 we only had one futsal court. By 2018, we opened our second futsal court. During the pandemic when sports activities were halted, we were able to build our infrastructure, turning the second futsal court into a covered court. This allowed our players to train and to play every day, rain or shine, increasing the number of sessions. When we fully re-opened in 2022, with contact sports now allowed with the easing of pandemic restrictions, we immediately saw an influx of eager kids at our sports facility.

<b>Table 7</b>						
<b>No. of children and youth participating regularly in football training sessions per week</b>						
2017	2018	2019	2020	2021		2022
			(Jan-Mar)	(May-Jun)	(Nov-Dec)	
50-81	69-93	86-115	63-118	78-105	144-162	124-599



### ***Street Child World Cup 2022***

The return of contact sports in the Philippines after the COVID-19 pandemic had waned as a threat mostly due to the mass vaccination of the population meant that we could now do more, and we did. Apart from the regular training sessions of Payatas FC kids, we also held a training camp at our Payatas Sports Center for Team Philippines - Street Child World Cup 2022 from July to August. The Street Child World Cup, or SCWC, is an international event organized by Street Child United (SCU). It brings street-connected young people from around the world to represent their country and take part in a football tournament and child-centered Congress and General Assembly that advocates for their rights and protection. The same as in SCWC 2014 and SCWC 2018, we organized Team Philippines for the event in Doha, Qatar in 2022. In preparation for the tournament, we held tryouts and scouted players from Metro Manila and Davao and those selected were invited to the training camp. There were 18 candidates from the urban poor communities of Metro Manila and Davao City: 4 from Gawad Kalinga communities, 2 from Tondo Football Club, 3 from SOS Children's Village Davao, 2 from Tambayan Center for Children's Rights Davao, and 7 from our very own Payatas community. At the end of the training camp, 10 finalists were selected and sent to Doha in October to play against teams from other countries. Of the 10 finalists, 6 were Fairplay Scholars.

In Doha, Team Philippines was a success. We reached the semi-finals and won two major awards: the Fair Play Award and the Top Player Award. Team Philippines proved again that we are one of the best teams on and off the pitch. Our games with Brazil in the group stage and the semi-finals were the most exhilarating in the girls' division. It was also the most heartbreaking when we lost to the Brazilians in the semi-finals after taking them to the penalties. This is *deja vu* from the 2014 and 2018 SCWC when we were unsuccessful in defeating the rival in the finals and the semi-finals, respectively.

Meanwhile, off the pitch, Team Philippines continued to shine. The girls participated well in all the arts and congress activities and delivered an impressive cultural dance



performance. We also had a chance to visit international schools, take a stroll around tourist spots like Katara and the Museum of Islamic Art, and pay a visit to the Philippine Embassy in Doha. Possibly the biggest highlight of our time was being cheered on by the Filipino community in Doha. They were all collectively the best “12<sup>th</sup> player” on the field. The support that the team received--the moral support, the snacks and chocolates, etc.--was so heartening. They were the fuel to our game. We are very grateful to our kababayans in Qatar for an incredible experience of Filipino love and hospitality!

When Team Philippines returned to the country, we paid a courtesy call at the Quezon City Mayor’s Office and met Mayor Joy Belmonte who welcomed us all warmly. Seven of the 10 players are Quezon City residents, so it was an honor to sit down with the Mayor, share personal aspirations as student athletes, as well as hear about the City’s plans for sports, especially futsal and football. The Team also presented the Congress Declaration of Team,

### ***Fairplay Futsal League and Fairplay Cup***

In 2022, we also organized and hosted the Fairplay Futsal League and the Fairplay Cup. The former was held every Saturday from July 9 to August 20, 2022, while the latter was held in December 10 and 11, 2022. It was the first time we were able to hold the leagues again since the pandemic.

The League and the tournaments were participated in by teams outside of Payatas too. In the Fairplay Futsal League U14s, U16s and U18s, our Payatas FC and Team Ph Street Child World Cup teams played with Mandaluyong FC, Kasiglahan Football United, Tondo FC, Sta. Ana FC, and Brgy. Santo Cristo FC. In the Fairplay Cup U12s, U14s, U14 girls, and U16s, our Payatas FC teams played against other grassroots futsal teams like Tondo Football Club, Kasiglahan Football United, Tuloy FC, and Makati LGU FC.

The Fairplay Futsal League is made for the development of the players, the coaches, and our officials. We train our kids to play, to coach, to referee, and administer the league. It is meant to be a fun and friendly league where the different teams can get to know each other, with a little less competition and more fair play. We implement special rules to stop scores going too high and for everyone to have fun and learn more, such as the ball cannot cross the halfway from a goal kick, and teams a certain number of goals ahead remove a player for a more even game.

The Fairplay Cup is more of an “income-generating” activity, which aims to make the Sports Program become more sustainable. The proceeds from team registrations help pay for event expenses as well as utilities and maintenance of the facility, compensation of referees and youth coaches, and more. There are also development purposes of the event. For the players, the competition is a good way to check in on their gameplay against other teams, see their improvements, meet other people, and most importantly, have fun. Meanwhile, hosting the Fairplay Cup is also a good opportunity for youth coaches and referees to improve their skills as the organizers.

### ***Developing Youth Coaches***

In 2022, we continued to develop Youth Coaches from among our older Payatas FC players. In October 26-30, 2022, Fairplay's first youth coaching product – our Sports Program Manager-in-Training – joined the AFC Futsal level 1 led by Vic Hermans,

Coach of the National Women's Futsal Team. She is a Fairplay Level 3 Coach, and all Fairplay Level 3 Coaches are supported by Fairplay to join official coaching courses. This step means she will have an official FIFA coaching license valid throughout the world. She also represents the first Payatas born and bred coach to join the FIFA Courses.

Meanwhile, two of our Level 1 coaches graduated to become Fairplay Level 2 coaches. They are also Fairplay Scholars and passed the Fairplay Level 2 Coaching Courses. Passing Level 2 means they can now handle specific age groups, facilitate training sessions, and supervise Level 1 coaches. More younger players are becoming interested in coaching too, with 13 new Level 1 coaches beginning their duties as assistants. This is good news, as more and more kids are playing football in Payatas and demand for training sessions increases.

### C. Nutrition & Social Business: The Fairplay Cafe

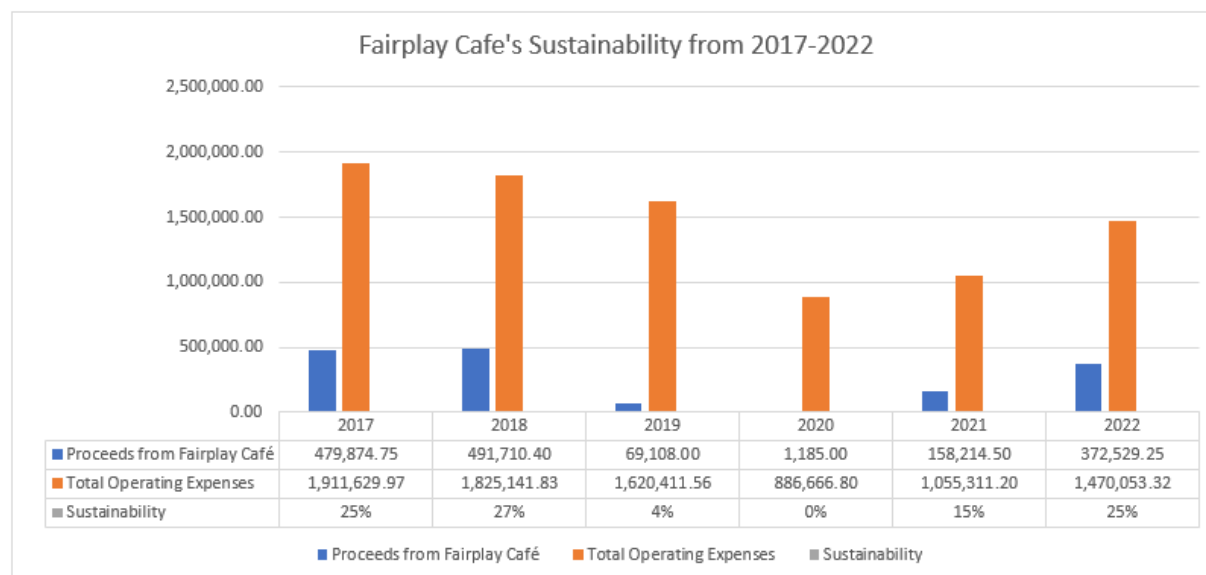
Hungry kids cannot learn, cannot play, cannot grow. Poor families have limited access to nutritious foods, so malnutrition in Payatas is widespread. When our kids go compete in football games outside of Payatas, for example, they are often literally half the size of their counterparts from wealthier 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 provide 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 8 below shows the number of meals served by the Fairplay Café in 2022. The number represents internal meals served to beneficiaries (Fairplay Scholars, Payatas FC football players) and staff.

<b>Table 8</b>			
<b>No. of Meals Provided by the Fairplay Café from January-December 2022 to:</b>			
Fairplay Scholars	EQ Club & Youth Group Participants	Payatas FC Players	Fairplay Staff & Interns
12,894	1,668	5,296	5,670
This is an average of 280 meals per week, or 1,075 per month.	This is an average of 139 per month.	This is an average of 441 per month.	This is an average of 473 per month.

In addition to providing meals to beneficiaries, the Fairplay Café also cater to the community by selling plant-based food (breakfast, lunch, afternoon snacks/merienda). In 2022, proceeds from the Fairplay Café from January to December reached Php 372,529.25, which covered a quarter of the Fairplay Café's expenditures in 2022. We look at this as an opportunity for sustainability in the years to come. Graph 8 below presents the sustainability of the Fairplay Café's proceeds from 2017 to 2022.



#### IV. Difficulties/Problems Encountered and Solutions

In 2022, we continued to face the uncertainties created by the challenges in 2020 and 2021, such as manpower gaps and donor fatigue. Apart from organizational difficulties, we also saw the widening gap in education between students from urban poor settings like Payatas and students from wealthier backgrounds. Despite it all, we persisted in our mission to level the playing and adjusted the situation as we went through the year.

##### *Donor Fatigue*

In 2022 we saw our funding (Contribution & Support) shrink by almost 50% from pre-pandemic levels even as our expenses increased in 2022. CSR engagement was down, and while the new relationships we forged towards the end of 2021 did not necessarily carry through in 2022, we did manage to strengthen partnership with our biggest supporter, Thinking of Yves (TOY). We also received the grant from FIFA Foundation Community Programme and delivered on our project in 2022. Overall, fundraising and sustainability continue to be a big challenge for us as we think of fresh and creative ways to get more support.

##### *Manpower Gaps*

In terms of manpower, in 2022, we saw employee turnover as well as welcomed new hires. First, mid-year we were able to find a new Researcher/M&E Officer who had a very good fit with Fairplay in terms of core values and capacities. This has helped us monitor the progress of our Fairplay Scholars and Payatas FC players along several KPIs again! Results are due in 2023.

Second, our Finance Officer trainee resigned from their post as they looked for better compensation packages in the business sector. Despite their leaving, we are quite proud to say that having capacitated someone from scratch (from the Payatas community) with no accounting background to someone who can be hired in the corporate world as a finance officer can be counted as an achievement already. This has meant one of two senior managers had to redirect their focus from program implementation back to administration and finance. Moreover, towards the second half of 2022, one of our Fairplay Scholars who graduated from senior high school intensified their training

with us, providing a pipeline for position in the Admin & Finance Department, and towards the end of the year we hired another trainee to complete the team. Training and leveling up of capacities continue through 2023.

Third, the Creative Content Officer we hired in 2021 left her position suddenly in early 2022, and we have not been able to hire a replacement. This has meant that the Creative Content Assistant has had to handle all media collaterals. While the task has been often challenging, and the capacity is not fully there yet, they have had to step up their skills acquisition.

Fourth, recruitment for a social worker position in the civil society sector has always been difficult, as we lose out to government agencies and larger, more financially able non-profits. In 2022, even as we continued to search, we have not found someone to fill the position. Our long-term solution is for our senior managers to earn a Diploma and/or a master's degree in social work in the years to come, or to support one of the Fairplay Scholars who have a passion in social work.

This brings us to our fifth point in manpower: older Fairplay Scholars continue to fill in manpower gaps as interns, youth leaders and youth coaches. They are not just program beneficiaries now, they are invaluable assets because they know the community, they know the kids, and they are highly trainable. It's a win-win too because they receive an allowance for the work they do, and they get training and work experience. Often, we have seen our youth leaders and coaches faring better compared to fresh graduates in this area of community work.

Our prime example is our Sports Manager-in-Training who is a Level 3 Fairplay Coach and a Fairplay Scholar who graduated from university in 2022. She had been an intern and youth coach for several years with us. With more and more Fairplay Scholars who are youth coaches and youth leaders entering college, we hope that in the next 4 years we can build succession plans through their continued engagement with Fairplay after college.

### ***Education Gaps***

The education gap that widened for kids from Payatas, including our Fairplay Scholars, during the pandemic compared to those coming from more affluent backgrounds has meant that in School Year 2020-2021 and 2021-2022 we saw massive drops in academic grades as well as a general observation that students have not retained any learning from school during this time. Students in Payatas public schools are already behind their peers from private schools in general, so the pandemic has intensified this gap. This is alarming. Being behind in their education means that when they reach senior high school and college, they may struggle to keep up academically.

At the Youth Center, we are doing our best to provide academic support to our Fairplay Scholars. Our tutorial sessions are aimed at bolstering their foundations in Math and English and helping them with schoolwork. We are hoping to see some progress by the end of SY 2022-2023 with school re-starting face-to-face classroom sessions.

## **V. Significant Changes in the Agency**

Apart from manpower, there were no other significant changes in the agency. Changes in manpower are outlined in the previous section.

## **VI. Plan of Action for 2023**

2022 has been a big, busy, and full year for Fairplay, with operations gearing up to 100%. In 2023,

we look forward to continuing our momentum and building up on our achievements. Our theme for 2023 and for the next 3 years is sustainability. We aim to strengthen what we currently have and forge new and creative ways to build our sustainability in a world that is facing donor fatigue and at the same time a world that is evolving technologically. How do we proceed and apply and take advantage of the opportunities presented by the power of technology and the accessibility of social media to bolster our sustainability? That is a question that will be in our minds in 2023 and beyond. And we hope that in finding the answer, we reach our target by the end of the year. Our goal is each month we are generating 50% of our operating expenses through income generating projects.

While we grapple with the question and ponder on our big yet necessary targets, we continue our mission in the community; we continue our unwavering support for Payatas in our day-to-day operations.

In the Sports Program, we are looking to keep our spaces open to the community and reach even more children and youth so they can take advantage of sports and its benefits to our health and well-being. We have already reached 200-250 kids in Payatas, and we hope to increase this number further by training more youth coaches and helping them level up.

For sustainability, we reiterate what we said in previous years that the Payatas Sports Center (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 proceeds will go back to 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 have been invited to Germany in July for the World Fairplay Soccer Championship 2023. We hope we will be able to participate in the event, for our players to experience playing with teams from other countries and help them grow and thrive, as well as for ourselves to meet other groups international and expand our network.

In the Education Program, we expect four of our Fairplay Scholars graduating from college in 2023, opening spots in our program. We continue to aim for 100 Fairplay Scholars as per our 5-year target so that we can support more children and youth in our community. Youth Center activities (tutorials, EQ Club, Youth Group) will continue through in 2023, and we look forward to mentoring our Fairplay Scholars and help them bridge the education gap. Importantly, our monitoring of their progress will improve as our new Researcher revive the tracking of the key performing indicators of our Fairplay Scholars and are excited to see how they do by the end of School Year 2022-2023.

In our social business, the Fairplay Café will be at the forefront of our fight to end malnutrition in the community as well as in our sustainability efforts. In 2023, we continue our service of providing free plant-based and nutritious meals to our beneficiaries while also seek to improve on income-generation. Our big target is increasing sustainability in this area of our operations from current levels of 25% to 50%.

We have had an awesome ride in 2022! We experienced the toning down of pandemic restrictions in the Philippines overall, and this catapulted our operations back to 100%. Despite the challenges we faced, we remain grateful for many things, many little wins and some big wins. And we are hopeful as we kick off 2023.

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Karen Anne T. Zarraga

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Name and Signature of Agency Head or  
Authorized Representative

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Administrator  
Designation