



# FAIRPLAY ANNUAL REPORT

2023



## Acknowledgement

We would like to express our gratitude to our sponsors, donors, supporters and friends. The work we do in the community would not have been possible without your support. Everybody needs a supporter.

“ —

**We make a living  
by what we get,  
but we make a life  
by what we give.**

-Winston Churchill

— ”



# Background: Who We Are and What We Do

We are a nonprofit community-based organization based in Payatas, Quezon City.

Payatas has been known as the home of one of the largest dumpsites in the Philippines before its final closure in 2017.

## Our Core Values



**LEARN** - We are lifelong learners. We want to understand our community, our history, and ourselves, and put our learning to practice.



**CARE** - We show we care. Change starts with a caring relationship. When we show we care, everybody wins.



**IMPROVE** - We take the initiative to improve ourselves and our community, so it is better today than yesterday.





# Our mission is to level the playing field.

## Mission Vision Statement |

Our mission is to level the playing field. The field we all play on is uneven and unfair. We work to empower our community to break the cycle of poverty and adverse childhood experiences together.

Our vision is a level playing field. This is a caring and sustainable community where every member is empowered to pay it forward; everyone we support becomes a supporter for others.

## 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, 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

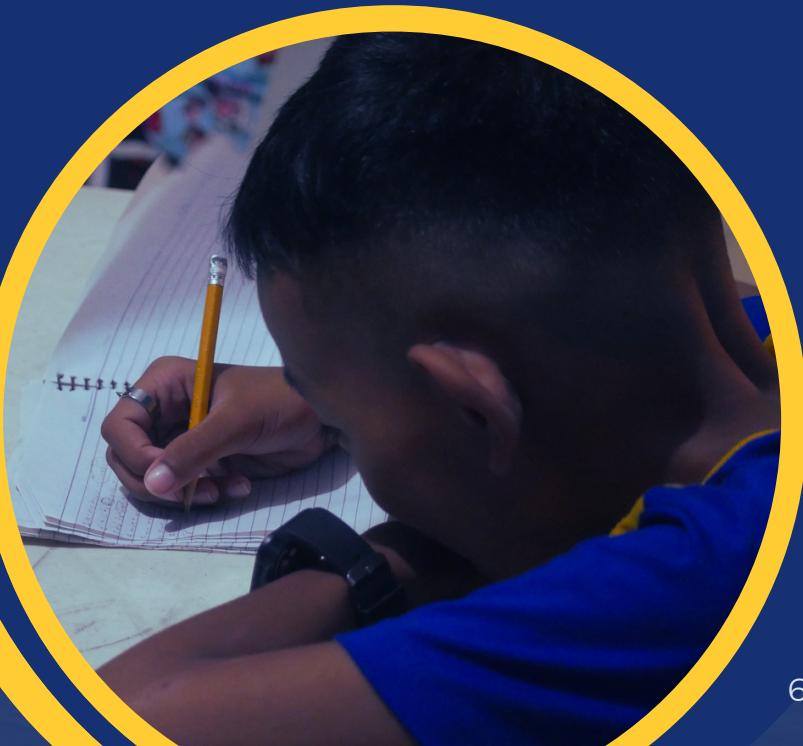
Research has shown that the best way to prevent, buffer, and heal from such childhood trauma is through the care of a 'buffering adult', a trusted caregiver who is there for the child (Hughes et al., 2017). Following this, there are 6 key areas that reverse the impact of childhood trauma (Burke Harris,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



# ***Executive Summary of Annual Accomplishment Report 2023***

In 2023, Fairplay For All Foundation was in full gear throughout the year with the Education Program, Sports Program and the Fairplay Café at 100% operational. The Education Program continued to support the Fairplay Scholars, with the Youth Center open throughout the year for academic sessions, EQ Club mentoring sessions, and Youth Group activities. We also saw many Fairplay Scholars getting promoted to the next level, four of them even graduated from college while five started their college life. With many Fairplay Scholars entering college with varsity scholarships, we launched the Varsity Track to boost support and mentoring of our student-athletes. The Sports Program was also active throughout the year and continued to see increases in the number of kids playing in our Sports Center. In one week, we saw as many as 638 kids! This is a record-breaking number for us. Overall, we averaged 400+ kids per week. This shows how important the sport has become to many children and youth in Payatas. As a bonus to our year, we also sent a Payatas FC team to represent the Philippines in Germany at the World Fairplay Soccer Championship, with the women's team winning bronze overall in the special 3x3 international tournament. Meanwhile, the Fairplay Café was also back at 100% and saw an increase in proceeds from the community while also providing meals to Fairplay Scholars, Payatas FC players, and staff.

This Annual Accomplishment Report highlights our successes and challenges in 2023 and shares what we are looking forward to in 2024.



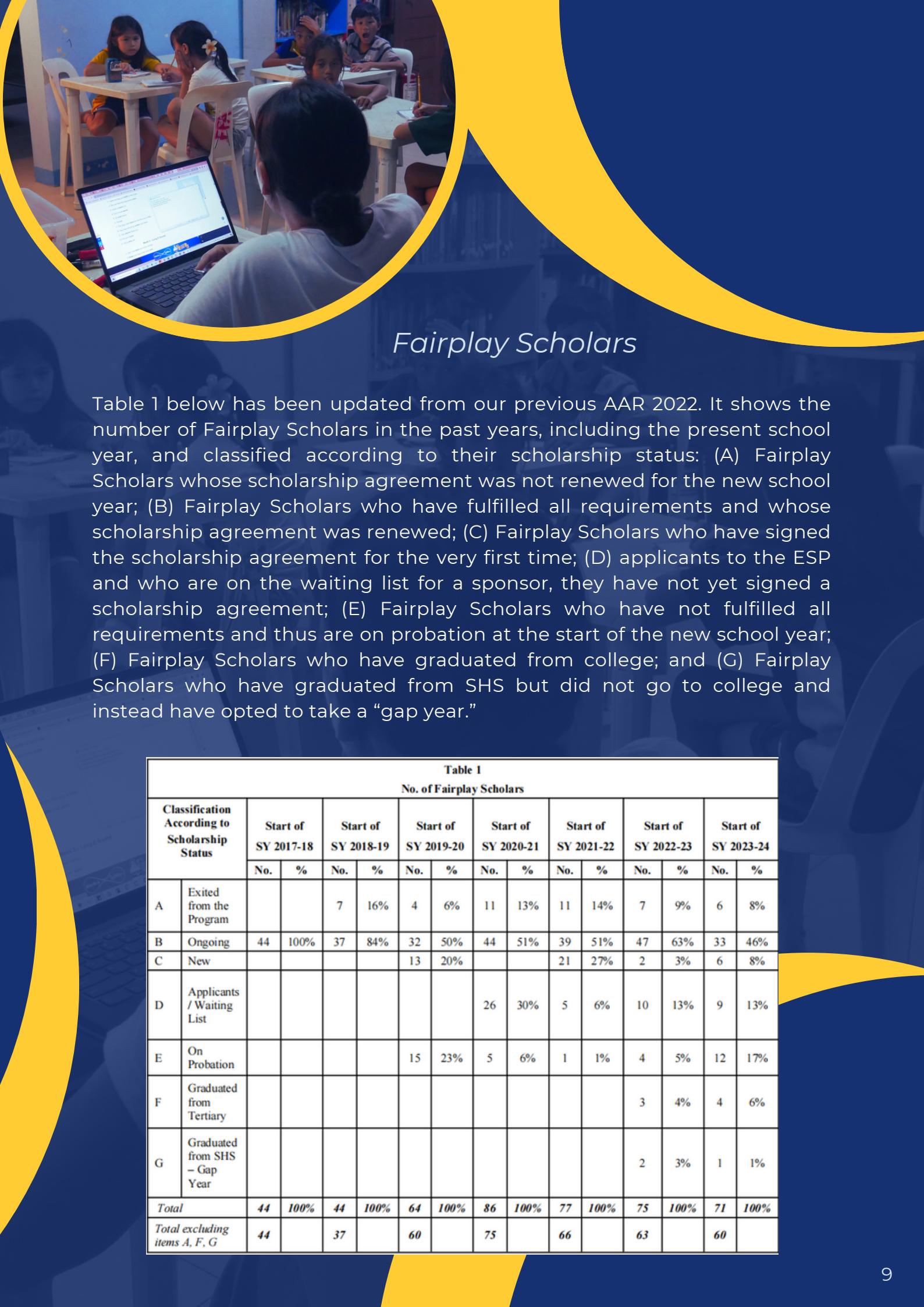
## ***Salient Accomplishment (Statistical and Narrative)***

### **Education Program**

Fairplay's education program aims to holistically support the Fairplay Scholars through the 4 pillars of support: (1) financial incentive, (2) social support through weekly Youth Group and EQ Club 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 2023, Youth Center operations were ongoing all year, except during approved organizational-wide annual breaks or rest period (one-week break during Holy Week, one-week mid-year wellness break, one-week break during the Halloween season, and two-week Christmas break). With the schools officially opened to face-to-face learning throughout the year, Youth Center schedules for tutorial, Youth Group and EQ Club sessions were also adjusted based on the Fairplay Scholars' schedules.





## Fairplay Scholars

Table 1 below has been updated from our previous AAR 2022. 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 for a sponsor, 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.”

Table 1  
No. of Fairplay Scholars

Classification According to Scholarship Status		Start of SY 2017-18		Start of SY 2018-19		Start of SY 2019-20		Start of SY 2020-21		Start of SY 2021-22		Start of SY 2022-23		Start of SY 2023-24	
		No.	%												
A	Exited from the Program			7	16%	4	6%	11	13%	11	14%	7	9%	6	8%
B	Ongoing	44	100%	37	84%	32	50%	44	51%	39	51%	47	63%	33	46%
C	New					13	20%			21	27%	2	3%	6	8%
D	Applicants / Waiting List							26	30%	5	6%	10	13%	9	13%
E	On Probation					15	23%	5	6%	1	1%	4	5%	12	17%
F	Graduated from Tertiary											3	4%	4	6%
G	Graduated from SHS – Gap Year											2	3%	1	1%
<i>Total</i>		44	100%	44	100%	64	100%	86	100%	77	100%	75	100%	71	100%
<i>Total excluding items A, F, G</i>		44		37		60		75		66		63		60	

*Exited from the Program.* As per Table 1, of the 63 Fairplay Scholars from SY 2022-2023, six were not renewed for SY 2023-24 due to various reasons. One of the six dropped out of school (college) due to the financial pressure of needing to support their family, but also admittedly due to their unpreparedness for college life. The rest, five of the six, were not renewed because they failed to comply with all requirements specified in the scholarship agreement even after several warnings and chances to catch up.



*New Fairplay Scholars.* In SY 2022-23, there were ten applicants in the waiting list to become Fairplay Scholars. Of the ten applicants, 9 were accepted into the Program and signed the scholarship agreement for the first time. But of the 9 Fairplay Scholars, only 6 passed the one-year probationary period (item C – New in Table 1), while the remaining 3 were only provisionally accepted, pending the accomplishment of remaining accountabilities (either improvements in grades or improvements in attendance to Youth Center activities).

In addition, at the start of SY 2023-2024 we welcomed 9 Applicants (item D in Table 1) to the Program. These program applicants are already considered Fairplay Scholars since they take part in all Youth Center activities, although they do not yet receive financial allowance during the one-year “onboarding process”.

*On Probation.* Fairplay Scholars are put “On Probation” at the start of the school year when they have not sufficiently met all the requirements according to the signed scholarship agreement. It is usually due to either of the following situations: they did not show improvements in their academic grades, or they did not attain at least 80% attendance in Youth Center activities throughout the school year. At the start of SY 2023-24, twelve Fairplay Scholars were put on probation, including the 3 new Fairplay Scholars who have been provisionally accepted. They are all given the opportunity to clear this status during the first quarter of the new school year.

Graduated. At the end of last school year, we celebrated the graduation of some of the scholars. Of the 63 Fairplay Scholars in SY 2022-23, seven of seven Grade 12 students completed their senior high school education and four of four graduated from college. Of the seven who finished SHS, five enrolled in first year college, one took a gap year and pursued an internship with Decathlon Philippines with Fairplay's endorsement, and one was not renewed in the scholarship program due to non-fulfillment of requirements.

It is with great pride to announce that the five, all girls, who enrolled in first year college received an offer in the varsity scholarship program of their chosen university. One is currently a varsity football player in the University of the Philippines Diliman, one is playing football for Far Eastern University, and two are in the futsal varsity squad of the Polytechnic University of the Philippines (PUP). The last one, although received an offer from PUP, decided to enroll instead in the Philippine State College of Aeronautics after passing the entrance exam.

We also celebrated the four college graduates from SY 2022-23. Two of them graduated from Quezon City University; one with a Bachelor of Science degree in Accountancy, and the other with a Bachelor of Science degree in Information Technology. One of the four graduated from the National College of Business and Arts with a Bachelor of Science degree in Business Administration, Major in Marketing Management, and the last one graduated from Bestlink College of the Philippines with a Bachelor of Science degree in Criminology. Three of them are now currently employed, while the criminology graduate is reviewing for the board exam.



The next table, Table 2, shows the number and percentages of Fairplay Scholars classified by their gender. 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 gender through the years. Overall, there have been more boys in the ESP than girls, but we continue to work towards closing this gap.

Classification According to Sex	Table 2 Fairplay Scholars: Classification by 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%	34	57%
Female	19	43%	12	32%	26	43%	33	44%	29	44%	27	43%	26	43%
<i>Total</i>	<i>44</i>	<i>100%</i>	<i>37</i>	<i>100%</i>	<i>60</i>	<i>100%</i>	<i>75</i>	<i>100%</i>	<i>66</i>	<i>100%</i>	<i>63</i>	<i>100%</i>	<i>60</i>	<i>100%</i>

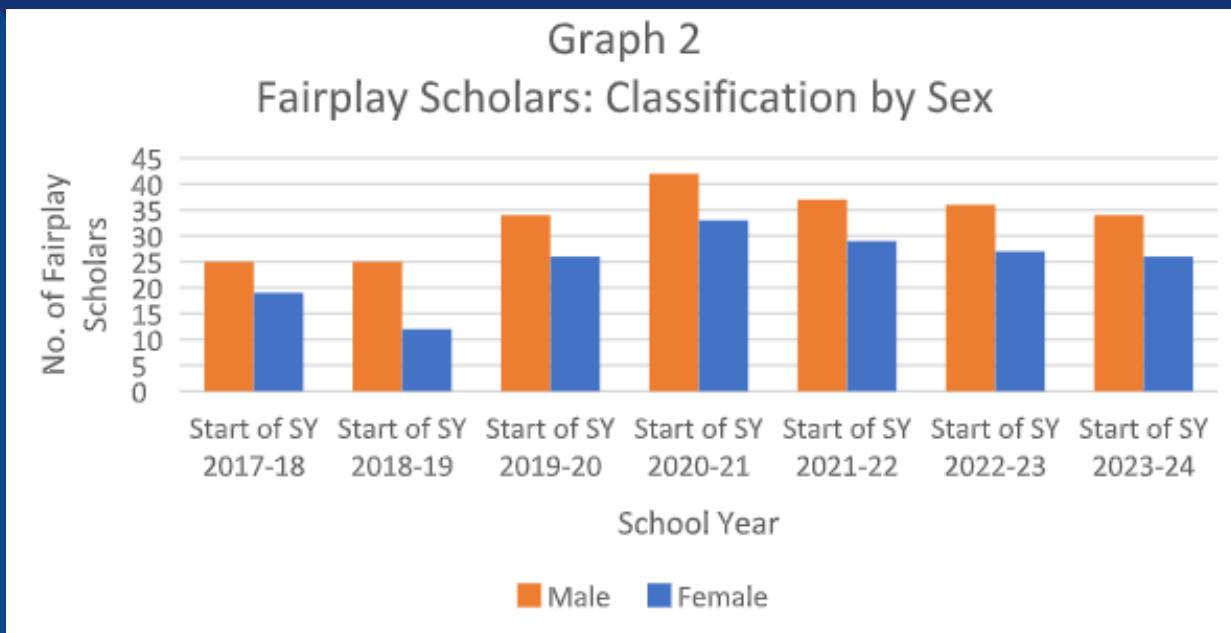


Table 3 below presents the number and percentages of Fairplay Scholars classified by their year level range. This is followed by Graph 3, presenting the trends in the composition every year from 2017 to 2023. The total number excludes those who have exited the program.

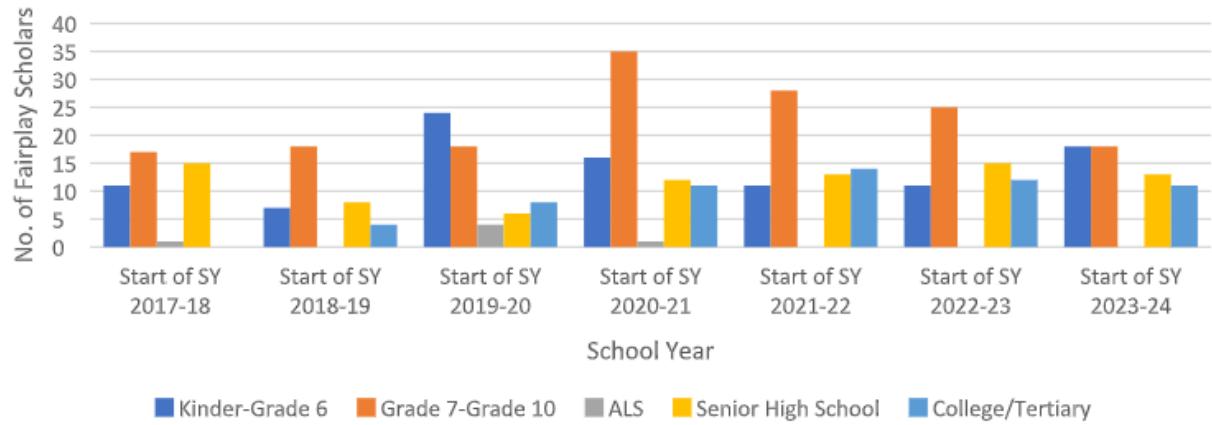
Last school year, out of all the groups, 40% of Fairplay Scholars belonged to Grade 7-Grade 10. This number was balanced in SY 2023-24; we now have equal number of students in elementary and junior high school. Overall, being more mindful of the distribution helps with the sustainability of the long-term financial support once they reach senior high school and college as well as maintaining a healthy ratio of teacher to student in tutorial sessions and EQ Club sessions, both of which are dependent on groupings per grade level.

Our target in the next five years is still to be able to reach and maintain support for 75 Fairplay Scholars.



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		Start of SY 2023-24	
		No.	%												
E	Kinder-Grade 6	11	25%	7	19%	24	40%	16	21%	11	17%	11	17%	18	30%
F	Grade 7-Grade 10	17	39%	18	49%	18	30%	35	47%	28	42%	25	40%	18	30%
G	ALS	1	2%		0%	4	7%	1	1%	0	0%	0	0%	0	0%
H	Senior High School	15	34%	8	22%	6	10%	12	16%	13	20%	15	24%	13	22%
I	College/Tertiary			4	11%	8	13%	11	15%	14	21%	12	19%	11	18%
<i>Total</i>		<i>44</i>	<i>100%</i>	<i>37</i>	<i>100%</i>	<i>60</i>	<i>100%</i>	<i>75</i>	<i>100%</i>	<i>66</i>	<i>100%</i>	<i>63</i>	<i>100%</i>	<i>60</i>	<i>100%</i>

**Graph 3**  
**Fairplay Scholars: Classification by Year Level Through the Year**



## *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 2023, we have been able to support the Fairplay Scholars financially. Education sponsorship of K-12 students was on track, while we received support from a grant to support the fund for Alalay Pangedukasyon.

Aside from the Fairplay Scholars, we also supported our Team Philippines Scholars batch 2018 throughout 2023. 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, 5 have graduated from college, 6 are ongoing in college, and two entered college in SY 2023-24.

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 staff in the Fairplay Café, as media interns or as admin interns. This way, they have an opportunity to earn money and have work experience. In 2023, there were 7 Youth Leaders/Tutors in the Youth Center (3 in SY 2022-23, and 4 in SY 2023-24), 2 new Level 2 Youth Coaches and 5-10 Level 1 Youth Coaches in the Sport Center. All from among the ranks of 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. In 2023, there was one Fairplay Scholar who went through the Decathlon internship.



## Academic Support

Throughout 2023, the Youth Center was open to provide academic support to Fairplay Scholars as part of the scholarship agreement. Group tutorials were held regularly twice a week, while computers and Internet was accessible for research in the computer room. Meanwhile, during the "summer" school break, the Youth Center ran the Filipino Boot Camp from Tuesday to Saturday for three weeks.

During the first quarter of 2023, from January to March, Fairplay Scholars were mandated to join tutorial sessions once a week. The only ones who were exempted were those who had a General Weighted Average of at least 87% from last school year. From March to December 2023, tutorial sessions were increased to twice a week per Fairplay Scholar to bolster academic support.

There was another change implemented beginning in SY 2023-24. In SY 2022-23, tutorials were also mandatory for senior high school students, but in SY 2023-2024 this was scrapped upon the recommendation of Fairplay Scholars themselves due to the conflict of schedule in their respective senior high schools. This also signals and accepts that senior high school students should be more responsible for their academics. That said, the Youth Center is still always open to them when they need assistance.



Table 4 on page 19 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.

Graph 4.1 on page 20 shows the average no. of visits of Fairplay Scholars to the Youth Center in 2023 for academic support vs the targets we set up, while Graph 4.2, also on page 20, shows the percentage of Fairplay Scholars visiting at least once a week in 2023. This is calculated as the unique number of visits out of the total number of K-12 Fairplay Scholars. Overall, we can say that attendance has been good and Fairplay Scholars continue to use the Youth Center for their school needs.



The target attendance from January to March 2023 was 51 Fairplay Scholars visiting the Youth Center at least once a week for academic support. This number represents all Fairplay Scholars from K-12. The figures on Table 4 shows that during the first quarter of 2023, attendance was satisfactory in general, and many Fairplay Scholars visit the Youth Center more than once for their academic needs.

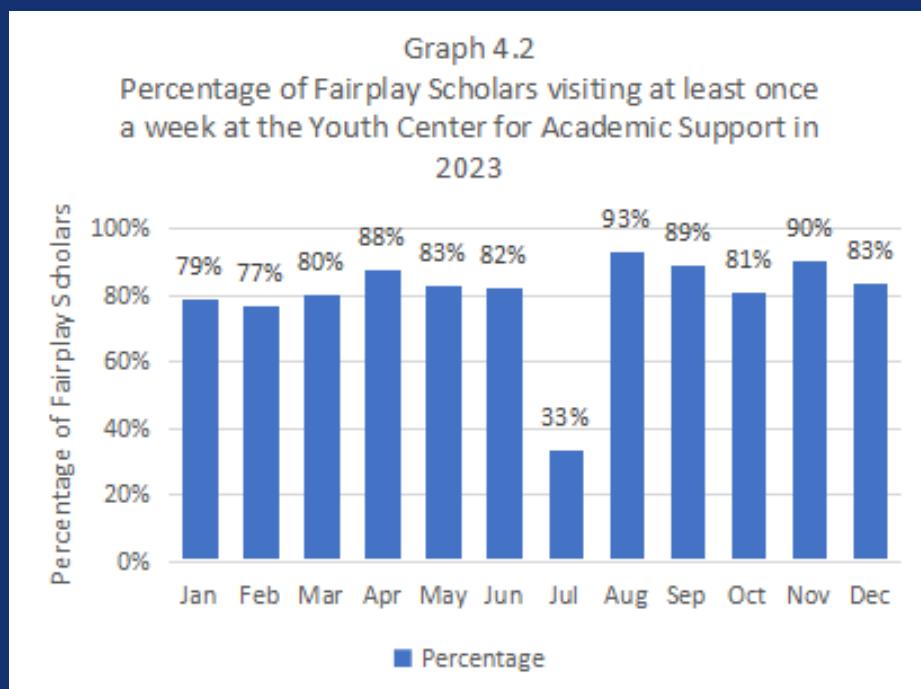
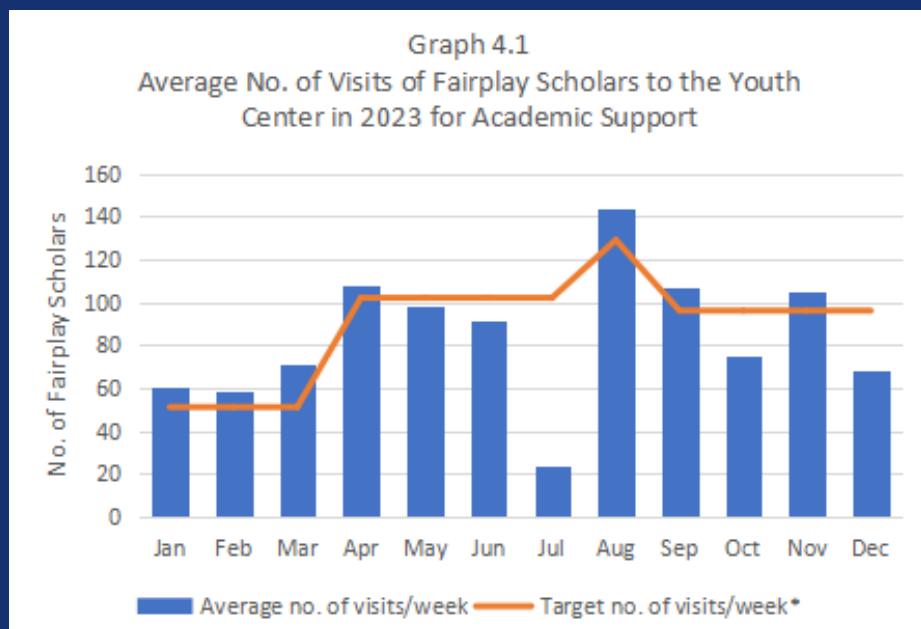
From April to July, we increased the number of required tutorial sessions per week from one to two. This led to an increase in the number of visits to the Youth Center for academic support, as well as raised the unique attendance. The change came in July when attendance dropped. This was the finals week in public schools, so the drop in numbers was expected.

In August, during the Filipino Boot Camp, all Fairplay Scholars from K-12 were required to attend at least 3 out of 5 sessions per week for three weeks. However, those who did not meet the 80% attendance in Youth Center activities throughout SY 2022-23 needed to greatly increase their participation in the summer revisions in order to catch up. At this juncture, 5 Fairplay Scholars had already been cut from the roster, while 3 had already begun preparations for the new school year and could not join the boot camp. This left the Youth Center with 43 of the total 51 K-12 Fairplay Scholars attending the Filipino Boot Camp. Overall, the summer tutorials were well-subscribed to.

The new school year started in September, and we welcomed new additions to the Fairplay Scholarship Program. At the start of SY 2023-24, we had 49 K-12 students: 18 in elementary school, 18 in junior high school, and 13 in senior high school. However, one of the incoming Grade 11 students had accepted an offer at Raya Inspire as a senior high school futsal varsity player and had to stay at the school's campus dormitory in Cavite; so this meant we had 48 K-12 Fairplay Scholars in Payatas. In SY 2023-24, we maintained the policy from last April: Fairplay Scholars were still to attend 2 tutorial sessions per week. Two out of four months, we met our targets from September to December 2023. Overall, though we are not able to consistently reach our targets, attendance in general has been high and Fairplay Scholars use the Youth Center resources for their academic needs.

Quarter	No. of visits of Fairplay Scholars to the Youth Center in 2023 for Academic Support											
	Quarter 1			Quarter 2			Quarter 3			Quarter 4		
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Months	Total	Unique	Total	Unique	Total	Unique	Total	Unique	Total	Unique	Total	Unique
Measurables												
No. of visits/month	243	161	233	157	357	205	323	134	393	169	455	210
No. of active weeks	4	4	4	4	5	5	3	3	4	4	5	5
Average no. of visits/week	61	40	58	39	71	41	108	45	98	42	91	42
Target no. of visits/week*	51	51	51	51	51	51	102	51	102	51	102	51
Percentage from Target	119%	79%	114%	77%	140%	80%	106%	88%	96%	83%	89%	82%





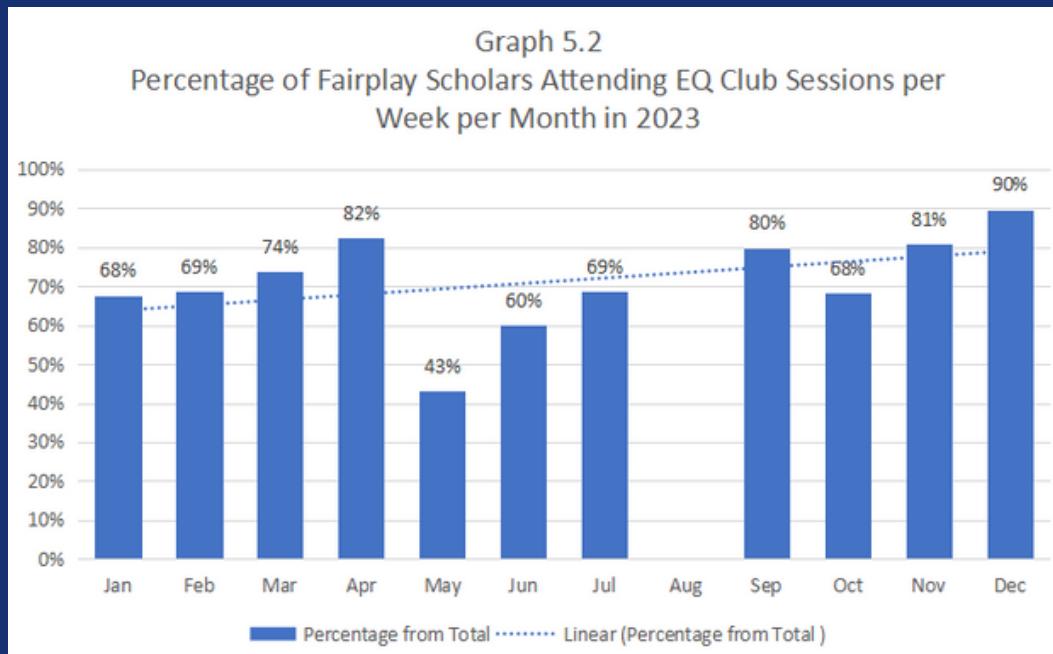
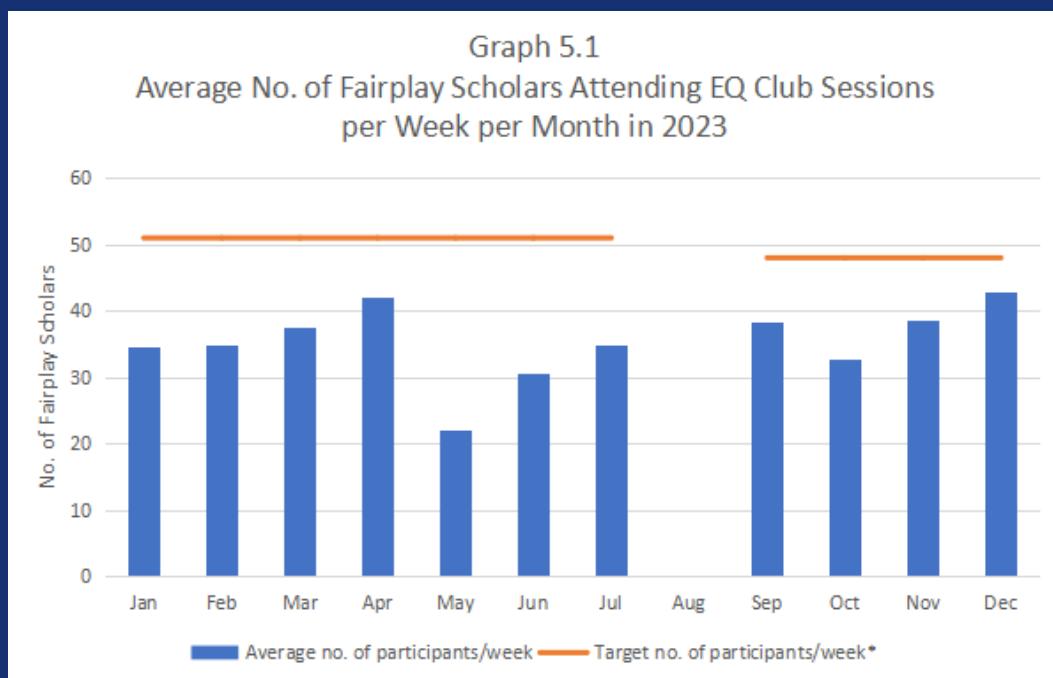
## Social Support and Mental Health

The Youth Center continued to facilitate social support and mental health group sessions throughout 2023 through EQ Clubs and Youth Group. The EQ Club sessions are geared towards nurturing personal development, emotional intelligence, and a growth mindset by following the Social Emotional Learning (SEL) curriculum, while the Youth Group builds more on social support through teambuilding games.

Table 5 below shows the number of Fairplay Scholars attending the EQ Club sessions in 2023. Graph 5.1 presents the average number of Fairplay Scholars attending EQ Club sessions set against our target, and Graph 5.2 shows the percentage from the total number of Fairplay Scholars, which is also our target each week.

Measurables	No. of Fairplay Scholars attending EQ Club sessions in 2023											
	Quarter 1			Quarter 2			Quarter 3			Quarter 4		
Months	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Unique no. of participants/month	138	140	188	126	88	153	35		153	131	155	43
No. of active weeks	4	4	5	3	4	5	1		4	4	4	1
Average no. of participants/week	35	35	38	42	22	31	35		38	33	39	43
Target no. of participants/week*	51	51	51	51	51	51	51		48	48	48	48
Percentage from Total	68%	69%	74%	82%	43%	60%	69%		80%	68%	81%	90%







In 2023, we set an ambitious target of 100% Fairplay Scholars from K-12 participating in weekly EQ Club sessions every Saturday. We missed the target, with attendance dropping specifically low from May to July period. We surmise that during this period, many of the students were unavailable on Saturdays due to football league games. Schedules and workarounds were set up, and long-term, as more and more football games are scheduled during weekends, we look for other creative ways of delivering the mentoring sessions.

The trend towards the end of the year were quite promising when we made some adjustments. The biggest change was implementing the Fairplay Scholars / Payatas FC Varsity Track Girls starting in September 2023.

*Fairplay Scholars / Payatas FC Varsity Track.* The idea of the Varsity Track U20 Girls was formulated in August 2023 and implemented in September when the Payatas FC Women's Team lost many of the key players who had moved on to university and started playing for their respective schools. On the one hand, this was a great development, with Fairplay Scholars getting offers and accepting university varsity scholarships. On the other hand, this rather left a crippled senior team. To close the gap, the Varsity Track was created to train and prepare the next generation, starting first with the U20 girls and then the U17 boys in 2024.



The Varsity Track is designed to boost the athleticism, the academics, and the mentoring of Fairplay Scholars (and Payatas FC players) who hope to get into varsity scholarship programs in senior high school and/or college. The main objectives of this project are: (1) To facilitate and enhance team building, maximizing the benefits of belonging in a team and the social support within the team to the players' academics and sports engagements; (2) To help build a consistent routine that supports the academic and the athletic pursuits of the student-athletes, nurturing their time management skills and helping them achieve a productive and well-balanced life; and (3) To prepare the Fairplay Scholar for life as a student-athlete at the senior high school and/or college level. Many Fairplay Scholars are in the Varsity Track, but not all Varsity Track players are Fairplay Scholars. All of them though are Payatas FC players.

In practice, Varsity Track players have a regular, intense training regimen as a team with a specific coach two to four times a week. In addition, as a team they also receive mentoring off the pitch through an exclusive EQ Club and academic mentoring session four times a week, from Tuesday to Friday. With games every Saturday, the Fairplay Scholars in the Varsity Track are still able to receive the EQ Club mentoring during the week while also keeping the Youth Center's attendance numbers on a good level.



## Wave 3 Research Report on KPIs

In December 2022, we initiated the Wave 3 research as a continuation of Waves 1 and 2 research done in 2019 and 2020, respectively. These research studies are conducted to monitor the status and progress of the Fairplay Scholars along socio emotional KPIs, which include adverse childhood experiences (ACEs), resilience, risk of depression, self-esteem, and subjective well-being. For this wave, the academic grades of the scholars were also examined to see any differences from the previous school years.

The research findings show that the average ACEs of the scholars have gone down from 3.9 and 3.5, in 2019 and 2020 respectively, to 3.1 in 2022. There are two possible explanations here. One, the current batch of Fairplay scholars have fewer ACEs compared to the previous ones, which could have been caused by the graduation of older scholars and the admission of new ones. Two, the reporting of ACEs is not entirely consistent from one year to the next for children. This is also observed in other research, and we note that there were some Scholars who did not report an ACE when we know they have that (e.g. a parent in jail or deceased). There are limitations to such self-reporting tests, but nevertheless the overall averages show that they are alarmingly high, whatever the precise average. But there is still a chance to heal, and at Fairplay mitigating the impact of childhood trauma is part of our mission to level the playing field.

In terms of resilience, 84.3% of the scholars are categorized as having high resilience, although the average score is slightly lower than the previous waves. The average resilience scores in 2019 and 2020 are 36.32 and 35.8 while in 2022, the average is 34.8.



The risk of depression of the majority of scholars (60%) is mild, while 30% are in the moderate and 10% are in the no-risk category. The average score for the risk of depression scale in wave 3 increased by 1.5 points from 2019 and 4.6 points from 2020. There are several factors that could have caused this difference, such as the negative effects of the pandemic on their psychological well-being, or the scholars' personal or familial problems, however, the nature of the study is unable to provide reliable explanations for the results.

The subjective well-being is composed of 4 parts, a self-rating of subjective well-being which slightly decreased from 2020, mental well-being and sense of satisfaction scales which increased from waves 1 and 2, and a self-determination scale which decreased from waves 1 and 2.

As for the academic grades of the scholars for SY 2022-2023, their average grades for Quarter 1 and Quarter 2 are 3.15 and 3.8 points higher compared to SY 2021-2022. The grades are even higher in the current school year compared to the last pre-pandemic SY 2019-2020.

Overall, the research findings demonstrate how the scholars relatively maintained their socioemotional functioning and well-being from 2020 and greatly improved their academic performance despite the pandemic and hybrid learning. The continuation of this research helps Fairplay keep track of the progress and monitor the situation of each scholar and consequently helps enhance Fairplay's programs to better support the scholars.



## 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 more than 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.

Throughout 2023, our Payatas Sports Center was open and our Sports Program activities busy and full, much like a continuation of 2022. There were training sessions throughout the year for various age groups, we organized the Fairplay Futsal Leagues and the Fairplay Cup, we held a weekly 3x3 Payatas Cup, and hosted the training sessions of Quezon City players for the Batang Pinoy futsal competitions. We also managed to squeeze a trip to Germany to participate in the invitational World Fairplay Soccer Championships in July. It was another eventful year for our sports department.



Table 6 below shows the number of children and youth regularly participating in football training sessions from 2017 to 2023. The number represents the minimum and the maximum number of participants per week. The numbers are presented in Graph 6.1, showing the trends. The exponential upsurge is clear from pre-pandemic to post-pandemic, as reported in our 2022 report. Nevertheless, between 2022 and 2023 alone, the numbers continue to rise. Table 6.1 presents the numbers per week per month in 2023, with the highest number in week 2 of November at 636 visits (highlighted in orange), and the lowest number during week 5 of March 2023 with 120 visits (highlighted in blue). All in all, in 2023, there were 412 kids playing per week on average.

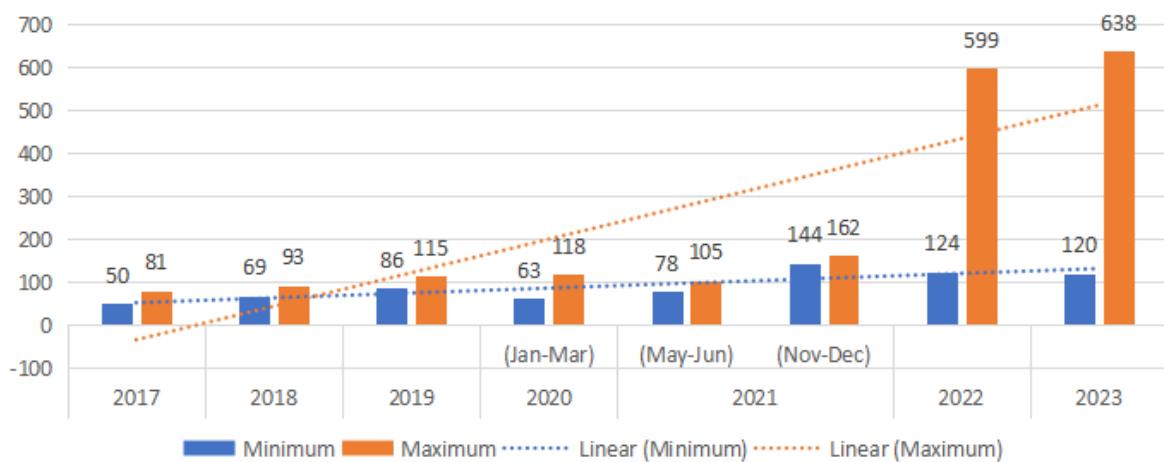
Note that the numbers reported is the total number, rather than the unique number, i.e., the number of registered players regardless of how many times they train. As of December 2023, there were 113 registered players with Payatas Football Club from varied age groups (from U8s to young adults). This is not the complete list, as many more have not signed and submitted the 2023 player registration forms. Our coaches estimate around 160 Payatas players training at our Sports Center at least 2-3x per week

<b>Table 6</b> <b>No. of children and youth participating regularly in football training sessions through the years</b>							
2017	2018	2019	2020		2021		2023
			(Jan-Mar)	(May-Jun)	(Nov-Dec)		
50-81	69-93	86-115	63-118	78-105	144-162	124-599	120-638

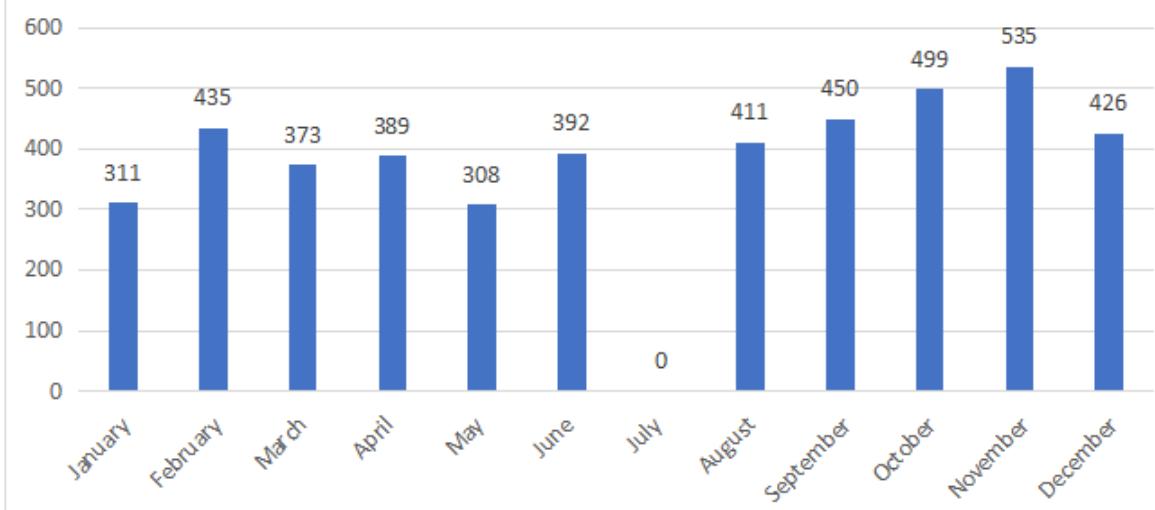
<b>Table 6.1</b> <b>No. of children and youth participating regularly in football training sessions per week per month in 2023</b>												
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Week 1	199	384	490		168	318		186	436	453	524	497
Week 2	352	515	587	254	347	403		459	375	488	638	455
Week 3	375	416	424	371	361	364		487	570	517	538	326
Week 4	318	424	244	479	357	484		530	418	537	441	
Week 5			120	452				394				
Ave	311	435	373	389	308	392	0	411	450	499	535	426



Graph 6.1  
No. of Children and Youth Participating in Football Training Sessions  
Through the Years



Graph 6.2  
Average Number of Children and Youth Participating in Football  
Training Sessions Per Week Per Month in 2023



## *World Fairplay Soccer Championships 2023*

In 2023, we were invited to the World Fairplay Soccer Championship in Prora, Germany from July 16 to 24, 2023 to represent the Philippines. Organized by the Deutsche Soccer Liga e.V., this 3x3 football tournament participated in by community teams from invited countries was part of the grand national finals of the Fairplay Soccer Tour, the biggest and most successful youth social projects in Germany with 22,000 participants with the aim of “integration through sport against discrimination, racism or any form of group-related hostility and for diversity, democracy and a non-violent and open interaction with each other.”

Fairplay For All Foundation and Payatas FC sent a women's team and men's team, with each team consisting of 4 players. There were 8 men's teams and 8 women's teams in the international competition all in all. The tournament used the double round-robin system, with each short, intense game lasting 3 minutes. What made the tournament even more unique is the use of the Fair Play rules established by the organizers, which encouraged players to self-regulate, i.e., rein in their physical competitiveness and always show respect. Fairplay points can be earned and those who earn the highest will win the Fair Play Award. In the end, Team Philippines Women's Team bagged the bronze medal overall. We were acknowledged by the Philippine Embassy in Berlin for the podium finish, as well as received recognition by the Quezon City government for the accomplishment in the international competition.

In Germany, apart from the games and the other event activities, we also had the opportunity to facilitate the Fairplay Coaching Course Level 1 to the international teams. We shared our grassroots football program, with special emphasis on coaching youth sports for development in an urban poor community.



## Community Leagues

In 2023, we continued to organize and host our very own community leagues: the Fairplay Futsal League, the Fairplay Cup, and the Payatas Cup.

In 2023, we held the Fairplay Futsal League for U11s and U13s in May, and for U15s and U17s in September. 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.

We also did the Fairplay Cup in 2023 for two seasons. We organized two seasons of the Women's and Men's Opens, the first season for both in March and the second season in September. In addition, we did one season of the U16s Mixed. 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.



While the Fairplay Futsal League and the Fairplay Cup invite teams from outside of Payatas, the Payatas Cup is a 3x3 tournament held regularly for Payatas-based players. This fast-paced competition encourages young kids to build and register their own little team for the tournament, use the Fair Play rules during the games, and foster some healthy competition among the Payatas kids. The first ever Payatas Cup was held in June 2023. Since then, there has been a Payatas Cup almost every weekend in 2023 for Payatas kids to enjoy.

## *Other Leagues and Tournaments*

Aside from organizing and hosting our own community leagues and tournaments, Payatas FC also participated in different leagues and tournaments outside of Payatas in 2023.

The Payatas FC Women's Team joined in the AIA 7s Women's Football League in April-May 2023 and the High 5 Women's Futsal League in April-June.



In the latter, Payatas FC finished 3rd. The High 5 Women's Futsal League is the top tier of futsal leagues in the country and the scouting ground of the Philippine Women's National Futsal Team. Last year, two Payatas FC players got selected in the national team and played in the Philippine Football Federation's Trination Invitational Futsal Tournament in October. Both scored for the Philippines, including Althea scoring the winner for the Philippines in the 1-0 victory over New Zealand.

The Payatas FC Varsity Track U20 Girls played in the Makati Futsal Challenge in October-November, and also finished 3rd.

Other age groups also had the opportunity to play in tournaments throughout the year. Payatas FC U13s joined in the AIA Vitality Youth Kampeons One Day Festival in April 16, 2023, and the Payatas FC U15s and U13s participated again in the BPI AIA Asia 7s Football Championship in April 22 and 23, 2023, respectively. In October, Payatas FC U11s and U13s played in the 11th Kopa ng Pagsilang, finishing 2nd place and 1st place, respectively. In between these competitions, we made sure to also do friendly games with other teams, such as Aspire, in 2023.



Finally, in December 2023, many of the Payatas FC players were selected to play for Quezon City in the Philippine Sports Commission's Batang Pinoy futsal games. The age groups included U15 girls, U15 boys, U17 girls, and U17 boys. Two of our Payatas FC coaches also coached two of the teams, organizing training sessions every weekend for the teams as well as helping them prepare through conditioning games. The U15 girls finished 4th place overall in the Batang Pinoy futsal events, the U15 boys reached the Quarter Finals, and the U17 boys and girls lost in the group stage.



## *Developing Youth Coaches*

With an average of 411 kids playing weekly, the demand for more coaches was felt sharply. In 2023, we continued to develop youth coaches from the Payatas community. With many of our Youth Coaches going off to college, some of the incoming senior high school students have stepped up. Two of our Fairplay Scholars graduated from Level 1 to Level 2 Youth Coach, bringing the total to 5 Level 2 Youth Coaches in 2023. Meanwhile, there were about 5-10 Level 1 Youth Coaches, with varying degrees of participation throughout 2023.

In general, Level 1 Youth Coaches assist in training sessions while at Level 2 (and above) they can already facilitate sessions. All Youth Coaches go through the Fairplay Coaching Course Levels in order to become a coach and to level up.



## Nutrition & Social Business: The Fairplay Café

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 7 below shows the number of meals served by the Fairplay Café in 2023. The number represents internal meals served to beneficiaries (Fairplay Scholars, Payatas FC football players) and staff (two meals per work day).

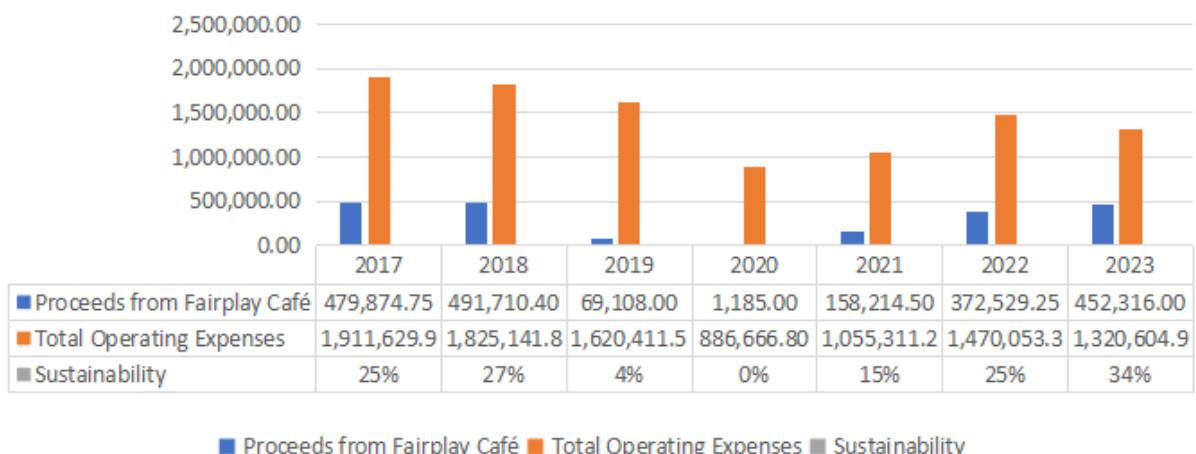


**Table 7**  
**No. of Meals Provided by the Fairplay Café from January-December 2023 to:**

Fairplay Scholars	EQ Club & Youth Group Participants	Payatas FC Players & Varsity Track	Fairplay Staff & Interns
11,341	2,571	1,619	5,510
This is an average of 241 meals per week, or 945 per month.	This is an average of 214 per month.	This is an average of 135 per month.	This is an average of 459 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 2023, proceeds from the Fairplay Café from January to December reached Php 452,316.00, almost back from pre-pandemic levels when the Fairplay Café was fully open, but with lower expenses compared to pre-pandemic years, the revenue was able to cover 34% of the Fairplay Café's expenditures in 2023. We are seeing some growth, however gradual. Graph 8.1 below presents the sustainability of the Fairplay Café's proceeds from 2017 to 2023.

**Graph 7.1**  
**Fairplay Café's Sustainability from 2017 to 2023**



## ***Difficulties/Problems Encountered and Solutions***

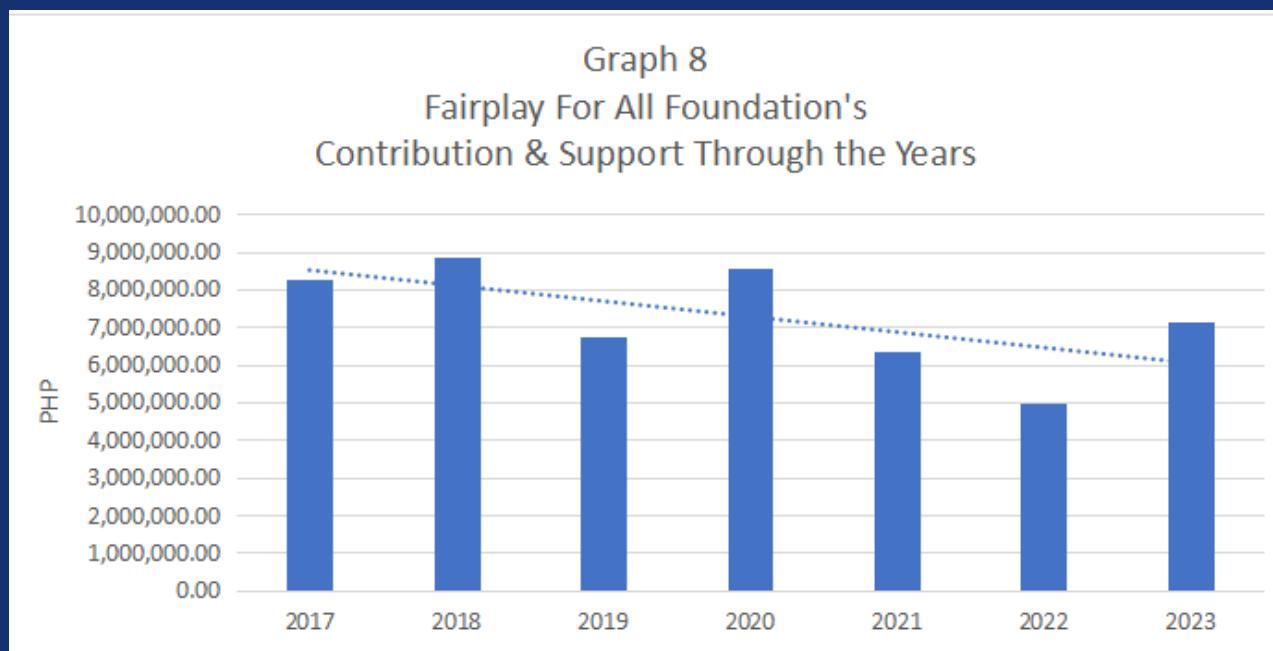
In 2023, we identified several key areas where we have faced some difficulties. Organizationally, funding, sustainability and manpower gaps continue to be a challenge along with government compliance.



### ***Funding and Sustainability Challenges***

In 2023, there was an increase in our funding (Contribution and Support), however this is mainly from 2022 pledges that came through in 2023. Graph 8 below presents Fairplay For All Foundation's Contribution & Support (excluding proceeds from the social business, i.e. Fairplay Café) received from 2017 to 2023. The trends show a decrease through the years, especially post-pandemic. Disregarding the receipts in 2020 when financial support flooded in to help with the pandemic, the total support received from the three years after the pandemic (2021-2023) is 5.3 million Pesos less than the three years preceding the pandemic (2017-2019). Spending habits, overall, have decreased through the years from 2017 to 2023, but inflation and the rising cost of living dampen this effect.

Donor fatigue and donor engagement efforts and marketing are both factors affecting the funding situation. To improve funding, one of the solutions would be to improve our donor engagement efforts to retain donors, as well as improve our marketing to acquire new donors and supporters. This plan would come hand in hand with improving sustainability through the Fairplay Café's social business and other income-generating activities, such as the Sports Program charging a small registration fee for teams outside Payatas participating in the Fairplay Cup. These activities though are still very minimal and would need to be improved and expanded to make a bigger impact on our long-term sustainability.



## Manpower Gaps

Overall, in 2023 and previous years, the biggest challenge in our manpower is finding the “right person, right seat.” This means hiring people who share Fairplay’s core values and are hired for the correct position. Learning from our previous experiences, we have come to believe that the recruitment process can be long but worth it when we find the right people. The other challenge is the salaries we offer. Since we are a small NGO with funding limitations, the compensation package is not as attractive as those from bigger NGOs or from the corporate sector.

In 2023, the workforce was lean. There were enough people to run the day-to-day operations on a streamlined level, and the Management Team, though not complete, was still manageable. We were still missing key staff and we continued to actively recruit for essential roles such as a Social Worker for the Youth Center and a Creative Content Officer for the Media/Marketing Team of the Fundraising & Donor Management Department.

These holes in manpower have meant that some in the management level staff must be spread thinly in order to fill in essential gaps that cannot be filled by other staff or interns. For example, in the Sports Department, all the youth coaches under the Sports Program Manager were part-time coaches and student-athletes with irregular schedules. This meant the Sports Head had to juggle several main responsibilities outside of coaching, such as administrative responsibilities and sustainability initiatives, with little assistance from Level 2 Youth Coaches. In the Fairplay Café and the Fundraising Department, there were no managers, so the Executive Director had to manage operations. Being spread thinly can affect performance. In addition, the situation often means that managers are overworked, also affecting their overall well-being.



## *Government Compliance*

Our renewal of registration and licensing with DSWD has been a big challenge for us since our registration expired in 2022. The bureaucracy can be very demotivating, especially when other organizational challenges are present, such as those mentioned above. The biggest hurdle on why processing our DSWD renewal of registration and licensing in 2022 and 2023 was SEC compliance. Although we have complied with annual reporting (General Information Sheet and Annual Financial Statements), there were other report attachments that were not submitted due to the lack of awareness from previous administrations and the lack of endorsement of these report attachments to the new administration. This gap meant we could not secure a Certificate of No Derogatory Record from SEC and therefore could not complete our requirements with DSWD.

In 2023, SEC initiated the “Grant of Amnesty for Non-Filing and Late Filing of the General Information Sheet (GIS) and Annual Financial Statement (AFS), and Non-Compliance with Memorandum Circular No. 28, S. 2020.” This program helped us settle our accountabilities and start afresh with a clean slate.

As of January 2024, the SEC has finally issued us a Certificate of No Derogatory Record, and we can continue to proceed with our DSWD renewal of registration and licensing this quarter of 2024.



## ***Significant Changes in the Agency***

The significant changes in the agency in 2023 were: (1) changes in manpower, and (2) expansion of services. However, both have been minimal.

Regarding manpower, our efforts throughout the year to recruit essential staff, such as the Social Worker and Creative Content Officer were not successful, as we could not find candidates that fit the organization. Recruitment continues in 2024. On the other hand, in October 2023 one Admin staff was dismissed from their position, while the Researcher-Tutor position of the Youth Center was vacated at the end of December, the staff member having resigned to complete their final year in their graduate studies.

Regarding the expansion of services, we introduced the “Varsity Track,” a special joint initiative of the Education and Sports Program, in September 2023. As explained in the previous section (see Fairplay Scholars / Payatas FC Varsity Track under the section on Education Program), the Varsity Track is designed to boost the athleticism, the academics, and the mentoring of Fairplay Scholars (and Payatas FC players) who hope to get into varsity scholarship programs in senior high school and/or college. In practice, selected Fairplay Scholars and Payatas FC players have additional mentoring sessions throughout the week, including academic support, personal development sessions, and football training sessions. There are two teams in the Varsity Track: the Payatas FC U20 girls team and the Payatas FC U17 boys team.



## ***Plan of Action for 2024***

In 2023, our operations were at 100% and continued the momentum that was already building from 2022. We expect similar levels of energy and a forward trajectory in 2024, as we continue to build from our successes. “Sustainability” continues to be our theme in 2024. Our journey with this theme in 2023 has been difficult but also promising, so we are excited to push our limits further in 2024 and innovate a sustainable pipeline of funding and people.

As the organization confronts the sustainability question, the day-to-day operations will keep on going. Support for Fairplay Scholars, Payatas FC players, and the community will persist through as we hold close our mission to level the playing field.

For our Sports Program, we have 3 main thrusts in 2024: (1) developing youth coaches and players, (2) improving the sports facilities, and (3) sustainability. The first is the core of our operations at Sports, and in 2024 this will continue to be at the heart. We have already reached around 160 Payatas players training at our Sports Center at least 2-3x per week. This is more than 400 kids at the Sports Center per week, and in certain weeks we have reached more than 600. We would like to maintain this level of engagement with the community. Included in our plans of developing talents from the community, Payatas FC players will see more game time outside of Payatas in 2024. The exposure and experience will be good for their development and long-term, will hopefully ignite them to use their talents and skills towards varsity opportunities in the future.



The second thrust, improving sports facilities, is needed after years of wear and tear. We hope to install new sports flooring in the open court and solar flood lights to improve the playing experience, allow the use of the court in the evening without adding to the electricity bills, and overall maximize the use of the open court. This will in turn increase the number of sports participants and will also contribute to our sustainability goals.

In terms of sustainability, with improved facilities, the Sports Program will push for implementing income generating activities, such as tournaments, leagues, open play sessions, and other events that will collect reasonable fees from non-Payatas sports participants. Proceeds from such activities would go a long way to help with the maintenance of the facilities as well as provide for allowances of youth coaches. We have already tested this in 2023 and the potential is there.





In the Education Program, we hope to see all our Fairplay Scholars level up. We expect two of our Fairplay Scholars graduating from college in 2024, and seven to graduate from senior high school and transition to college. With 60 Fairplay Scholars in SY 2023-24, we aim to increase this to 75 by SY 2024-25. Our target continues to be 100 in the next 5 years. Youth Center activities (tutorials, EQ Club and Youth Group) will endure throughout the year in 2024, alongside the addition of the Varsity Track. We have big ambitions that we would like to see through, and we share the kids' big dreams for themselves.

In our social business, the Fairplay Café will continue to operate and serve the beneficiaries, providing school lunch to Fairplay Scholars and meals during Youth Center and sports activities. They are at the helm in our campaign to fight hunger and malnutrition in the community and in our goal of sustainability. Our big target is increasing sustainability in this area of our operations from current levels of 34% to 50% in 2024.

Our 2023 at Fairplay has been a passionate and proactive year. We were at 100% throughout the year with no signs of stopping; our momentum and energy are high. Challenges and difficulties are ever-present, but we hope to make better problems out of current obstacles. We are always grateful for another fulfilling year and look forward to the promises of 2024 with an open heart and a positive mind.

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