FAIRPLAY FOR ALL FOUNDATION INC.

ANNUAL REPORT

FOR YEAR 2025



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Our WHY

We believe in a fairer world. A world where everyone has opportunities to become empowered, independent, and curious, and explore pathways that contribute to society. We believe that the poorest of communities have a wealth of untapped understanding, experience and skills.

We believe that when we show we care, everybody wins. Indeed, it is often cheaper to solve problems like homelessness, addiction, and poverty, than it is to ignore them.

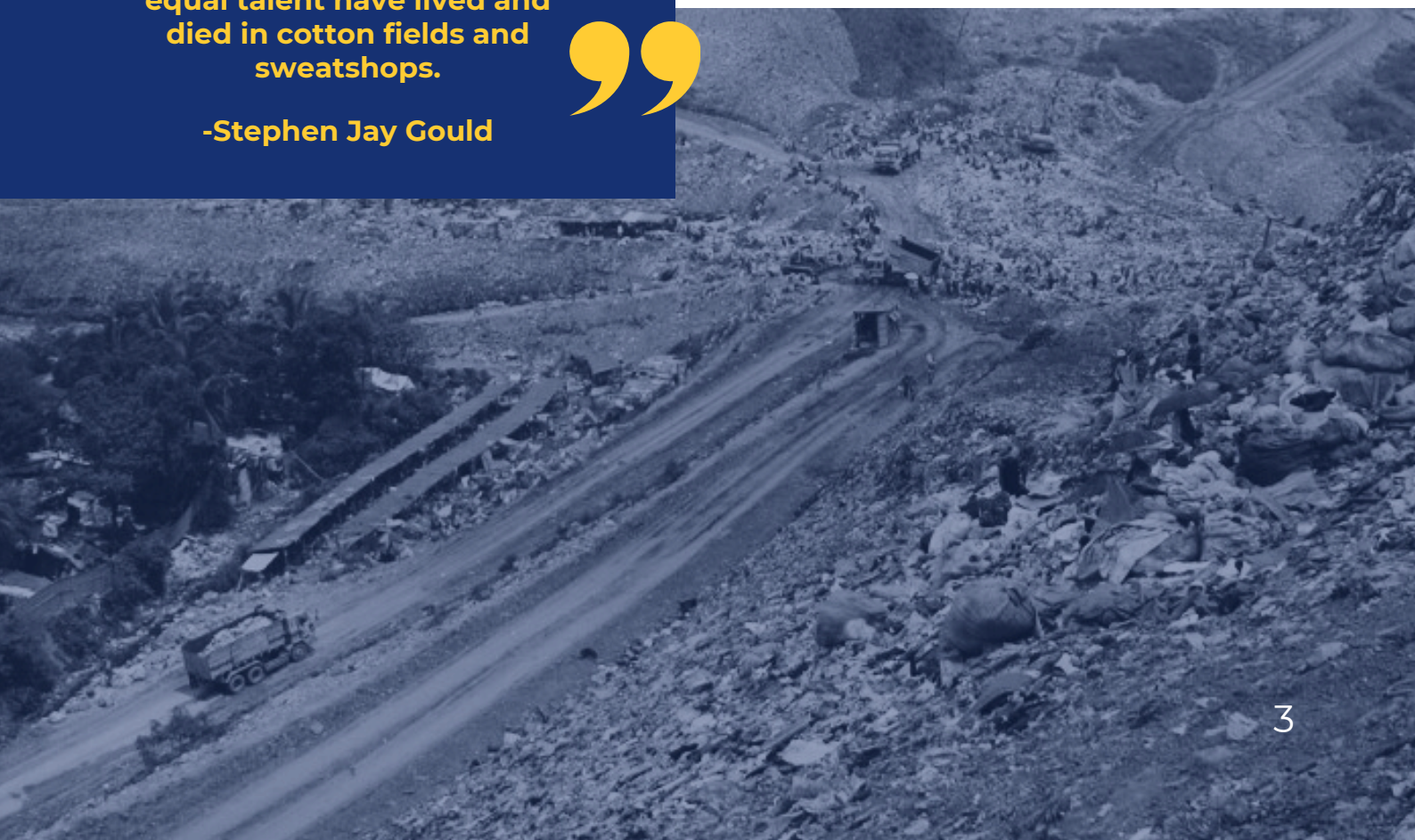
I am, somehow, less interested in the weight and convolutions of Einstein's brain than in the near certainty that people of equal talent have lived and died in cotton fields and sweatshops.

-Stephen Jay Gould

Our WHERE



Fairplay For All Foundation Inc. was founded and registered with SEC in 2011. We are based in Payatas, Quezon City in the Philippines. Payatas is one of the largest and poorest urban communities in the country. Most families survive by working in the local garbage industry, as scavengers, in the junkshops, or directly on the dumpsite. Since the dumpsite closed, there are even fewer work opportunities.



Ronalyn:
A FAIRPLAY STORY

Ronalyn is one of 11 siblings in her family. She, like many in Payatas, dropped out of school to work in the garbage industry here because the family needs to eat. Many people think that families in poor communities are poor because they have so many children. It's actually the other way around - they have so many children because they're poor.

For Ronalyn, this meant she needed to scavenge to help provide the basic needs for her younger siblings. She did so, but over time she joined Payatas Football Club and soon became a Fairplay Scholar. Through her hard work and study, she graduated high school as a top student.

Fairplay provided the opportunity, with the mentoring and the financial support, but Ronalyn's hard work made it possible. As a player, she earned a spot in Team Philippines for the 2014 Street Child World Cup and was able to go to Brazil and see another world. As she learned to coach, and earned her way through the Fairplay Coaching Courses, she helped to coach Payatas Youth Teams and Team Philippines for the 2018 and 2022 Street Child World Cups in Russia and Qatar.

Ronalyn got into the varsity program of the University of Santo Tomas, one of the top universities in the Philippines and earned her Bachelor's degree in Sports Science, graduating cum laude.



Now, Ronalyn heads our Sports Program, mentoring a new generation of youth coaches and Payatas FC players.

In March 2024, Ronalyn was recognized as a youth leader in a prestigious award for her work at Fairplay For All Foundation Inc and Payatas FC, winning the inaugural Special Award for Sports and Community Development of the Paing Hechanova Youth Leadership Awards (PHYLA) 2024 last March 15, 2024.

Ronalyn's story highlights how it takes an entire community to mentor a child and break the cycle of poverty. Through her hard-work, and our support, Ronalyn turned that vicious cycle of poverty into a virtuous cycle of care and support. And now she is the mentor, the coach, and supporter for the next batch of Scholars.









Photograph: Mark R Cristino/EPA

Our MISSION

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 trauma together.

Our VISION

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.

Our CORE VALUES

- High Standards
- Growth Mindset
- Integrity
- Care

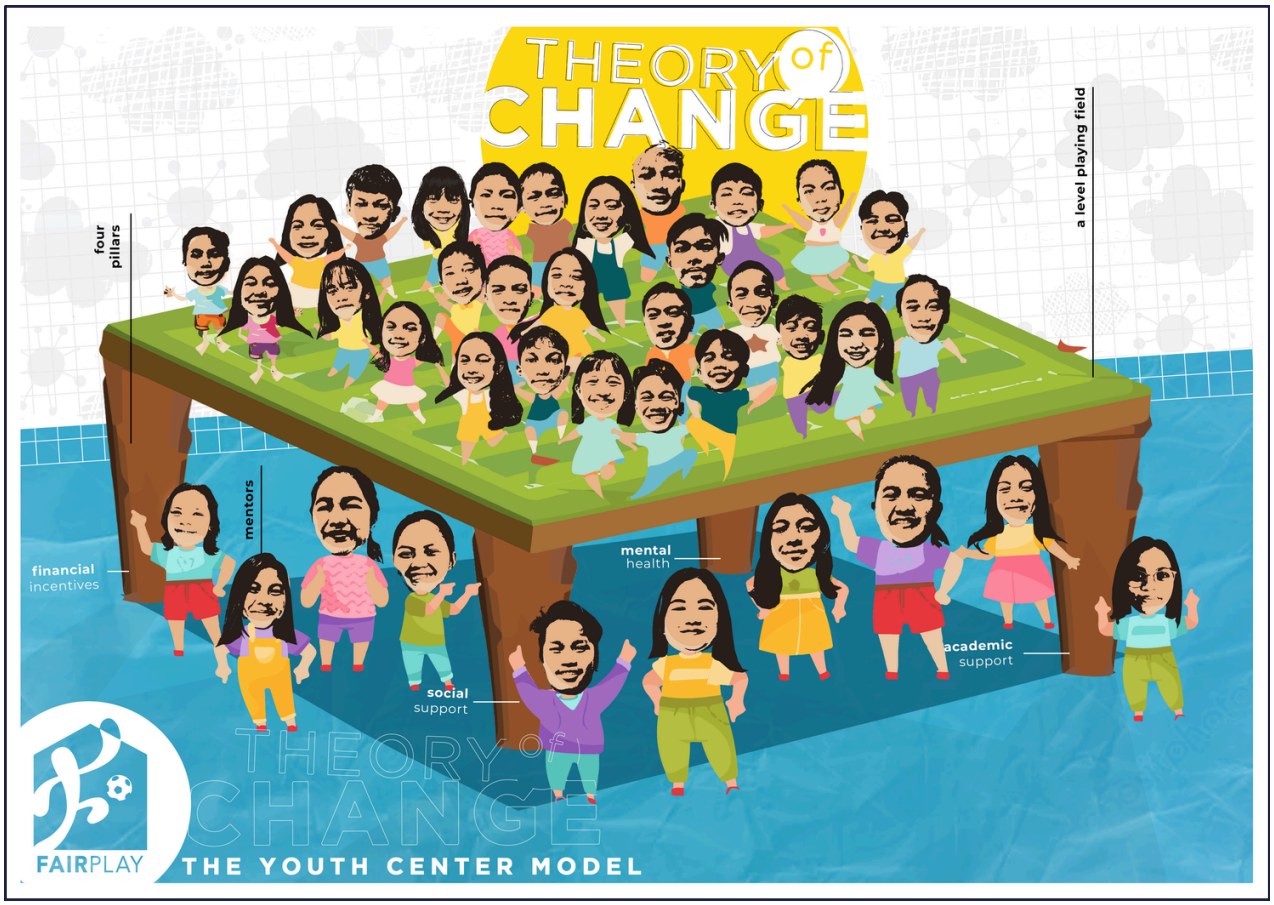
When we show we care, everybody wins.

-Roy Moore
Co-Founder & Executive Director
Fairplay For All Foundation Inc.

Theory of CHANGE

At Fairplay, we recognize that breaking the cycle of poverty requires a multifaceted approach. It is not enough to remove barriers—we must also create sustainable pathways out of poverty and provide ongoing support. This journey is not a sprint but a marathon, requiring long-term commitment and comprehensive interventions.

No single area of support is sufficient to disrupt the cycle of poverty. To level the playing field, we must address multiple dimensions simultaneously. Drawing from research, experience, and lived realities, we have identified four key pillars essential to breaking the cycle of poverty: financial incentives, social support, academic support, and mental health.



Our projects are designed to strengthen these four pillars, ensuring that individuals not only find a way out of poverty but also have the tools to stay on that path.

Each pillar reinforces and complements the others, creating a holistic support system:

- Financial Incentives: Our education scholarships (ESP) provide financial motivation for students to continue their studies. In addition, scholars gain practical experience by interning as sports coaches at our Sports Center, cooks at the Fairplay Café, or tutors at our Youth Center.
- Social & Emotional Support: Youth groups and sports teams foster a sense of belonging and emotional well-being, helping individuals build resilience and confidence.
- Academic Support: Tutorials at the Youth Center provide students with the additional guidance needed to succeed in school.
- Mental Health: Emotional intelligence programs (EQ Club) and sports teams serve as foundational support for mental well-being.

By integrating these four pillars into a unified, holistic program, we create meaningful opportunities for our scholars to build a better future.

A Deeper Problem





Creating opportunities alone is not enough—people must also be equipped to take advantage of them. A critical question we have explored is: **Why do some children embrace these opportunities while others seem to self-sabotage?**

Through both research and experience, we have found that the root causes of many barriers—such as addiction, crime, depression, and teen pregnancy—are deeply tied to childhood trauma. One of the most comprehensive studies on this topic, the **Adverse Childhood Experiences (ACEs)** study, quantifies childhood trauma's long-term effects on both physical and mental health. Individuals who experience four or more ACEs are:

- 2-3 times more likely to develop heart disease, diabetes, and cancer.
- 4 times more likely to suffer from depression.
- 16 times more likely to attempt suicide.

Our own research has revealed even more alarming statistics. While the original ACEs study (Felitti et al., 1998) found that 1 in 8 people had an ACE score of 4 or higher, 7 in 8 of the children we work with reported an ACE score of 4 or more (Ferrer & Moore, 2020). Furthermore, 1 in 4 of our beneficiaries reported an ACE score of 6 or more, indicating severe childhood trauma—a level of adversity that reduces life expectancy by nearly 20 years (Felitti, 1998).

The Solution

Research has shown that the best way to prevent, buffer, and heal from childhood trauma is the presence of a 'buffering adult'—a trusted caregiver who provides consistent support and guidance (Hughes et al., 2017). In addition, there are six key areas that help reverse the effects of childhood trauma (Burke Harris, 2018):

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

Our programs are designed to address these key areas, ensuring that children have the necessary support to heal and thrive.

- Our sports program, youth center, and social business initiatives provide a stable foundation for healing and development.
- Mentors at the Youth Center and coaches at the Sports Center are trained to understand the profound impact of their care on the families we serve. For some scholars, these mentors serve as their buffering adult, offering a consistent and caring presence. For others, they form part of a broader support network.
- As our scholars grow, they become leaders themselves—transitioning into staff roles where they serve as role models and mentors for the next generation. This creates a virtuous cycle, replacing past cycles of trauma and adversity with empowerment and opportunity.

While our process is not perfect, we are continuously learning and improving. With each year, we refine our approach to better serve our community and strengthen our impact. Together, we believe in creating lasting change—one scholar, one family, and one community at a time.





Executive SUMMARY

In 2025, we continued to strengthen our programs and deepen our impact, providing holistic support to children and youth in Payatas through education, sports, nutrition, and mentoring.

The Education Program delivered strong outcomes, including a 100% transition rate across key education stages and continued improvements in academic performance. The Youth Center remained a consistent space for tutorials, mentoring, and social-emotional support, helping scholars stay engaged and progress in their studies.

The Sports Program, led by Payatas FC, grew in both reach and quality, with over 250 registered players and more than 400 children participating weekly. Alongside football, we expanded our offerings to include basketball, volleyball, rugby, and badminton, creating more pathways for participation and development. The continued growth of youth coaches strengthened the program's sustainability and leadership pipeline.

The Fairplay Café remained a vital part of our model, serving nearly 14,000 meals while progressing toward financial sustainability. As both a feeding program and social enterprise, it continues to support the well-being of beneficiaries and contribute to operational needs.

Internally, we strengthened our systems, staff development, and partnerships, enabling more effective program delivery. While challenges remain in sustainability, staffing, and compliance, we continue to respond with adaptive strategies and a focus on long-term resilience.

Overall, 2025 was a year of steady progress, positioning Fairplay to continue creating meaningful and lasting impact in the community.

Education PROGRAM

Background and Objectives

Education remains one of the most powerful pathways to social mobility. However, students from underprivileged communities continue to face systemic barriers that restrict their opportunities. Many public school learners contend with overcrowded classrooms, limited resources, and minimal academic support—challenges that make it difficult to compete with private school peers. This disparity is particularly evident in Payatas, where the education gap affects not only academic performance but also long-term career prospects and overall well-being.

In response, Fairplay's Education Program provides holistic support to Fairplay Scholars through four core pillars:

1. Financial Incentive – Scholarships ease the cost of schooling and help ensure that students can remain enrolled and focused on their studies.
2. Social Support – Weekly Youth Group and EQ Club sessions foster belonging, emotional resilience, and character development.
3. Academic Support – Structured tutorials provide targeted support to strengthen competencies and improve performance.
4. Mental Health Support – Regular Kamustahan sessions, career guidance, and mentoring offer consistent emotional and psychological support.



Mentoring sessions of Fairplay Scholars at the Youth Center



The Youth Center remains the heart of Fairplay's education initiatives, providing a safe and supportive space where scholars can learn, connect, and grow. In 2025, the Youth Center operated throughout the year, pausing only during organization-wide breaks for Holy Week (one week), the mid-year wellness break (one week), and the Christmas holidays (two weeks).

To support consistent academic and personal development, K–12 scholars were required to attend tutorials and mentoring sessions at least three out of four scheduled days each week. Regular Kamustahan check-ins were also conducted with college scholars to ensure continued guidance and support throughout their higher education journey.

By addressing both academic and non-academic barriers to success, Fairplay's Education Program works to bridge the education gap and level the playing field for underserved students. Through mentorship, structured learning support, and emotional guidance, scholars are empowered to reach their full potential and pursue brighter opportunities for the future.

Chart 1
Scholarship Status Trends Over the Years

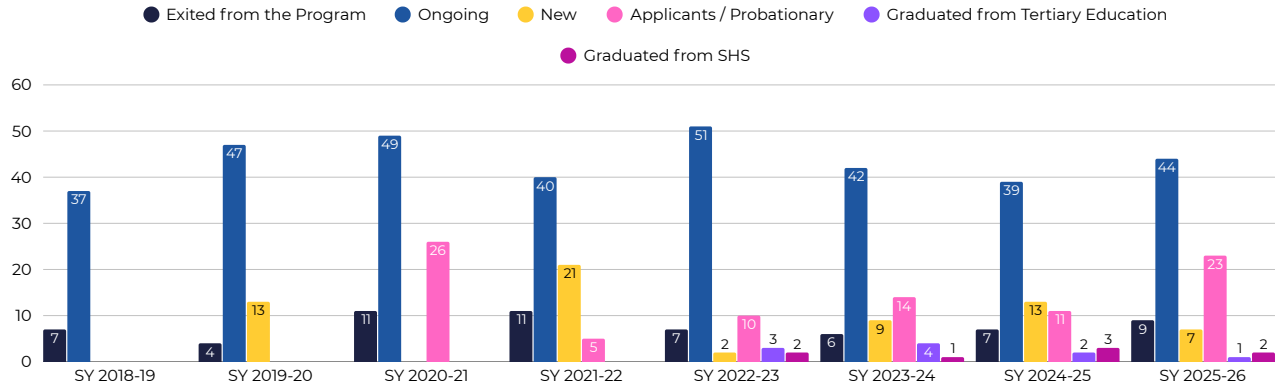


Chart 1 shows the changing status of Fairplay Scholars from School Year 2018–2019 to SY 2025–2026, illustrating how students move through the program—from new applicants and ongoing scholars to graduates of senior high school and tertiary education.

Over the years, we have maintained a relatively stable number of ongoing scholars, generally ranging between around 37 to 51 students each year. This stability allows Fairplay to provide close mentorship, consistent academic monitoring, and personalized support to each scholar.

At the same time, we continue to welcome new applicants and probationary scholars annually, ensuring that new students from the Payatas community have the opportunity to join the program and benefit from its support.

Encouragingly, the number of scholars graduating from senior high school and tertiary education has steadily increased over time. These milestones reflect the long-term impact of our sustained financial, academic, and emotional support for scholars throughout their educational journey.

Each year, only a small number of scholars exit the program, suggesting strong retention and the effectiveness of Fairplay's holistic support system.

Overall, the chart reflects a healthy program cycle: new scholars entering, a stable group progressing through the program, and an increasing number successfully completing senior high school and higher education. Through this progression, Fairplay continues to help students move toward meaningful educational and career opportunities.

Chart 2
Breakdown of Fairplay Scholars in SY 2025-2026

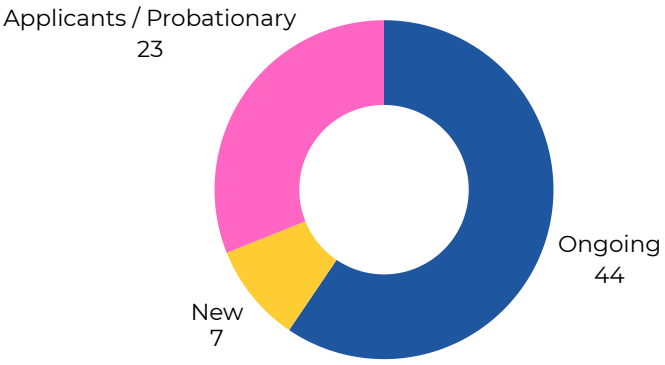


Chart 2 shows the composition of Fairplay Scholars for School Year 2025–2026. The program currently supports 44 ongoing scholars, forming the core group of students receiving sustained academic, social, and financial support. In addition, 23 applicants and probationary scholars are undergoing the program's assessment and integration phase, while 7 new scholars have recently joined the program after successfully completing the probationary period.

Chart 3
Year-Level Classification Over the Years

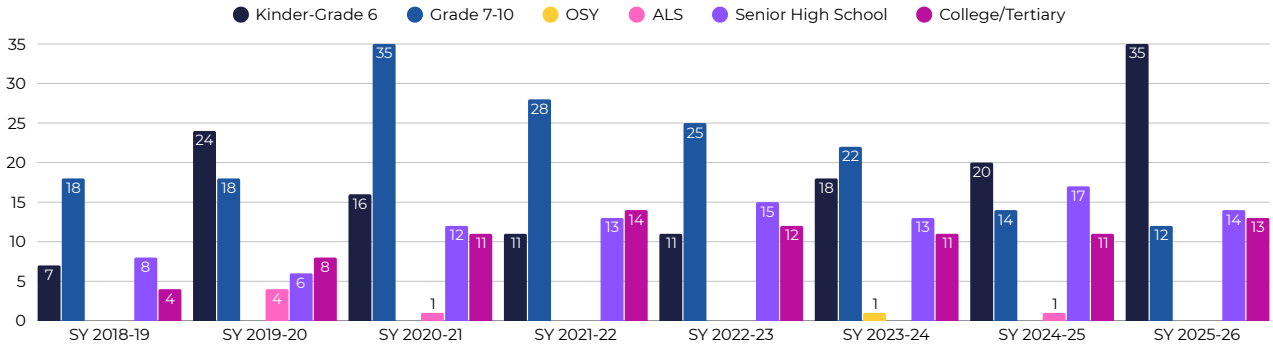
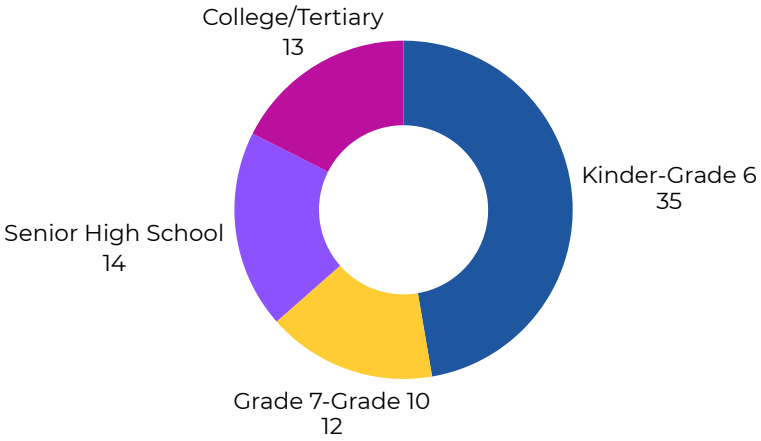


Chart 4
Fairplay Scholars in SY 2025-26 by Year Level



Charts 3 and 4 present the distribution of Fairplay Scholars across different education levels over the years and for School Year 2025–2026. The program supports students from Kinder–Grade 6, Grade 7–10, Senior High School, and College/Tertiary, reflecting Fairplay's commitment to accompanying scholars throughout their educational journey.

Over time, the number of scholars progressing to senior high school and tertiary education has steadily grown, demonstrating the program's long-term impact in helping students continue their studies beyond basic education.

At the same time, SY 2025–2026 shows a notable increase in scholars at the Kinder–Grade 6 level, with 35 students currently in this group—the largest cohort in the program this year. Meanwhile, 12 scholars are in Grade 7–10, 14 in Senior High School, and 13 in College/Tertiary.

This distribution reflects Fairplay's strategy of strengthening early educational support while sustaining long-term guidance, ensuring that scholars are supported from their foundational years through secondary school and into higher education.



Chart 5
Fairplay Scholars Classification by Sex Assigned at Birth

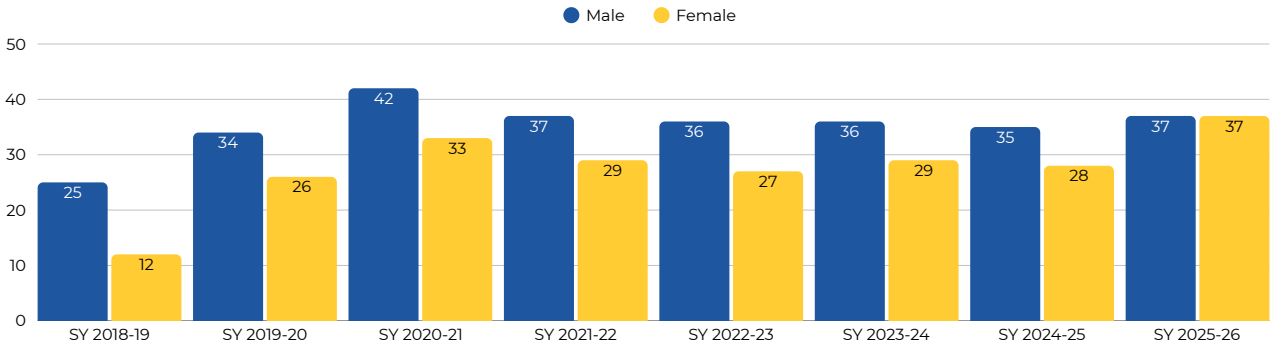


Chart 5 shows the distribution of Fairplay Scholars by sex assigned at birth from SY 2018–2019 to SY 2025–2026.

Over the years, the program has maintained a relatively balanced representation of male and female scholars. While some years saw a higher number of male scholars, recent years show a more even distribution. In SY 2025–2026, the cohort includes 37 male scholars and 37 female scholars, reflecting Fairplay's continued commitment to providing equitable educational opportunities for all children and youth in the community.

Financial Assistance/Incentive

Financial assistance remains a key pillar of Fairplay's Theory of Change, ensuring that scholars have the resources needed to stay in school and succeed academically. For K–12 Fairplay Scholars, this support primarily takes the form of Educational Sponsorship (E/S)—a cash allowance that helps cover essential school expenses such as uniforms, supplies, and project materials. Scholars also receive daily meals at the Fairplay Café, where breakfast or lunch is provided five days a week to support both their well-being and learning.

For senior high school and college scholars, financial pressures increase due to tuition and higher school-related costs. To address this, Fairplay offers Alalay Pangedukasyon, an interest-free education assistance program. Scholars who receive support commit to repaying the assistance once they graduate and begin earning, allowing the program to sustain itself by supporting future Fairplay Scholars through a pay-it-forward model. In 2025, educational sponsorship for K–12 scholars continued steadily, while our valued partner TOY provided critical support for the Alalay Pangedukasyon program.



PHP 683,709.00
E/S released to Fairplay Scholars in 2025.



PHP 355,041.00
Alalay Pangedukasyon released to Fairplay Scholars in 2025.



PHP 44,000.00
Alalay Pangedukasyon repayments by college-graduated Fairplay Scholars in 2025.



PHP 74,880.00
Team Philippines Scholarships released to players in 2025.

The Youth Center remained open throughout 2025. Academic and socio-emotional mentoring sessions to support Fairplay Scholars remained the main services provided by the Youth Center.

Chart 6 shows the monthly attendance rates of Fairplay Scholars in Youth Center mentoring sessions across the Elementary, High School, and Senior High School levels. The accompanying table indicates the number of scholars expected to attend each month, providing context for the percentage data. Variations in scholar numbers reflect normal program transitions, such as scholars exiting the program or advancing to the next school level. On average, there are 4 mentoring sessions per week at the Youth Center.

Chart 6
Percentage of Attendance at Youth Center Activities in 2025

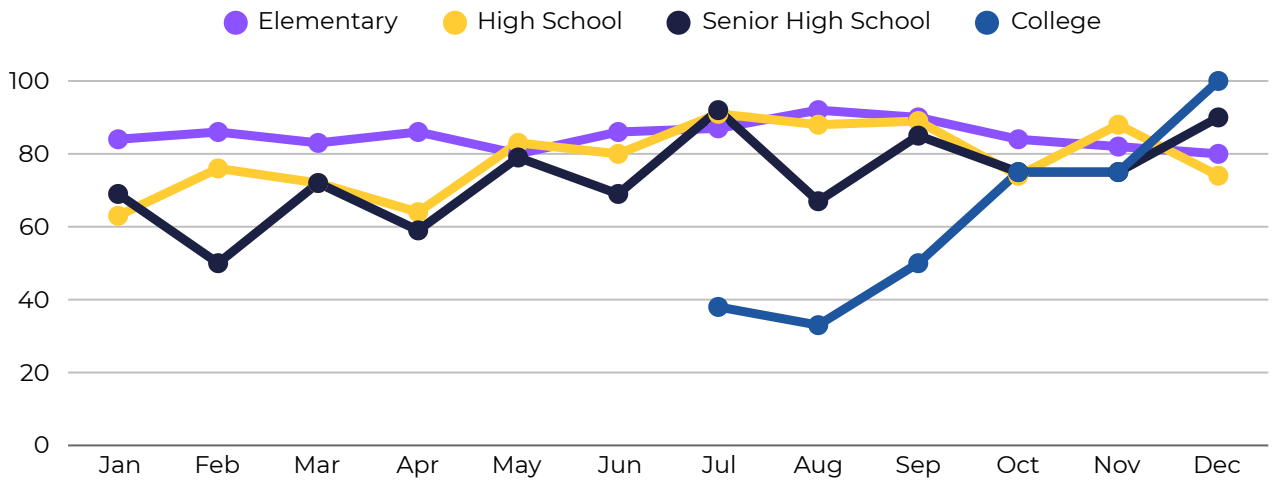


Table 6
No. of Fairplay Scholars Expected to Attend Mentoring Sessions

School Level	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Elementary	19	19	19	25	24	24	19	22	28	34	35	35
Jr. High School	13	11	11	11	8	8	11	12	12	12	12	12
Sr. High School	9	9	9	9	7	7	12	10	10	10	10	10
College							8	6	1	1	1	1
Total	41	39	39	45	39	39	50	50	51	57	58	58

Attendance remained generally strong throughout the year, with elementary scholars consistently showing the highest participation. High school and senior high school scholars also maintained steady engagement, with some monthly fluctuations.



YC staff facilitating tutorials with elementary students.



Senior High School students learn food preparation and cooking skills during the Bootcamp Series.

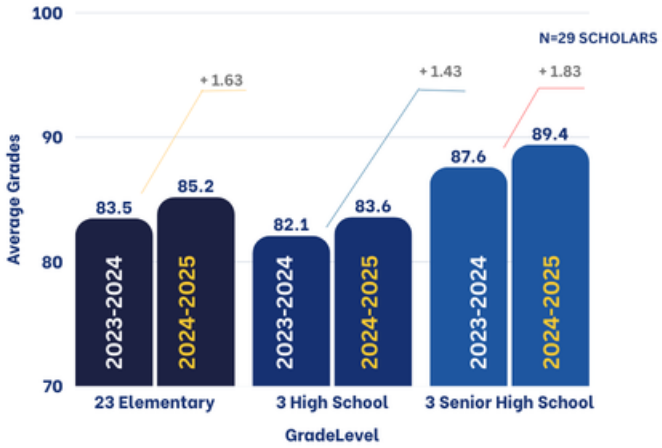


Attendance policies for college scholars were adjusted during the year. While previously not required to attend due to varying school schedules, scholars based in Payatas were mandated to join mentoring sessions in July and August. Beginning September, attendance was required only for those with concerns related to grades or attendance.

The Youth Center also conducted the annual two-month Bootcamp Series in May and June, designed to strengthen both academic and life skills across different age groups. Elementary and high school scholars participated in an English Bootcamp focused on improving communication skills and building confidence in using the language. Meanwhile, senior high school and college scholars joined a Life Skills Bootcamp, which prepared them for higher education and independent living through practical sessions on budgeting, time management, and preparing quick, affordable meals, alongside learning from the experiences of varsity scholars and peers.

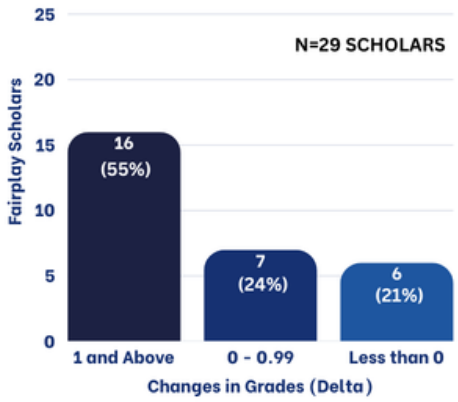
Fairplay Scholars' Academic Performance

Chart 7
Comparison of Fairplay Scholars' Grades, SY 2023-24 vs SY 2024-25



GRADE 1, 7, 11, AND COLLEGE SCHOLARS WERE EXCLUDED

Chart 8
Change in Fairplay Scholars' Grades, from SY 2023-24 to SY 2024-25



GRADE 1, 7, 11, AND COLLEGE SCHOLARS WERE EXCLUDED

Charts 7 and 8 compare the general weighted average (GWA) grades of Fairplay Scholars between School Year 2023–2024 and School Year 2024–2025 across the elementary, high school, and senior high school levels. A total of 29 scholars were included in the analysis. Grade 1, Grade 7, Grade 11, and college scholars were excluded because these levels represent transitions between school stages where grading systems differ, making direct year-to-year comparisons unreliable.



Across all levels, average grades improved. Elementary scholars increased from 83.5 to 85.2 (+1.63), high school scholars from 82.1 to 83.6 (+1.43), and senior high school scholars from 87.6 to 89.4 (+1.83). Overall, 55% of scholars (16 students) improved their grades by one point or more, 24% (7 students) showed smaller improvements, and 21% (6 students) experienced a decline.

These results highlight overall academic progress among Fairplay Scholars, reflecting the impact of continued tutorials, mentoring, and learning support at the Youth Center.

Fairplay Scholars' Transition Rates

Charts 9 to 11 present the transition rates of Fairplay Scholars across key educational stages—from elementary to junior high school, junior high school to senior high school, and senior high school to college—for SY 2024–2025 to SY 2025–2026.

Chart 9
Transition Rate of Elementary Students (Grade 6 to Grade 7) from SY 2024-25 to SY 2025-26

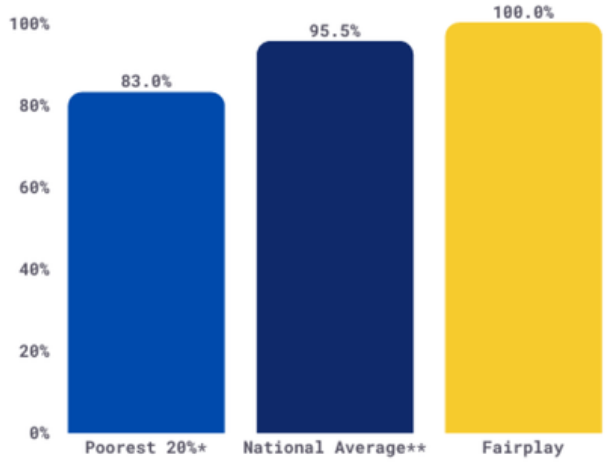
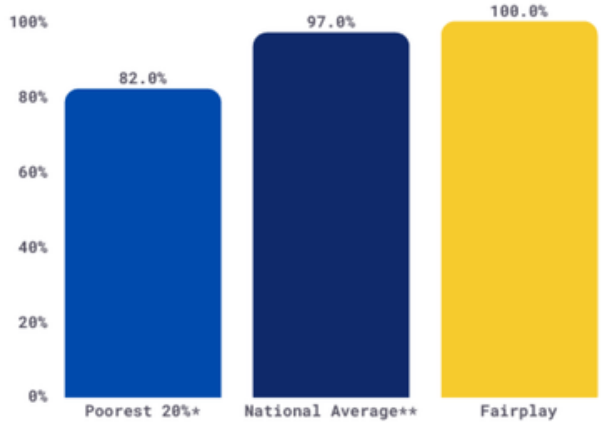
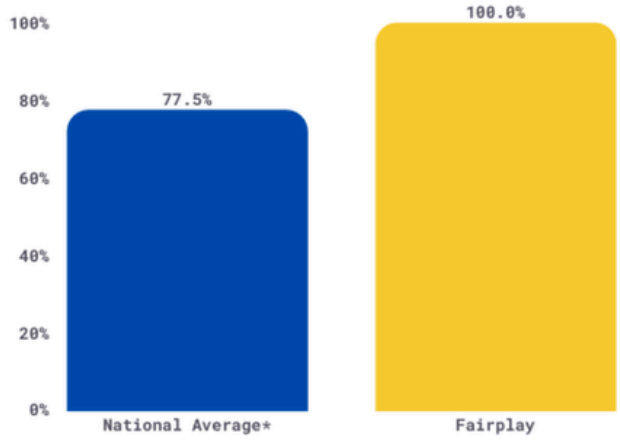


Chart 10
Transition Rate of High School Students (Grade 10 to Grade 11) from SY 2024-25 to SY 2025-26



The transition rate of Fairplay Scholars from Elementary to High School for SY 2024–2025 to 2025–2026 is 100%, exceeding both the 90% transition rate among the poorest 20% (DHS, 2013) and the national average of 96% (BPED 2030, 2022). All 6 out of 6 Grade 6 scholars from the previous academic year successfully advanced to Grade 7. This rate is computed by dividing the number of Grade 6 completers by the number of Grade 7 enrollees in the succeeding year.

Chart 11
Transition Rate of Senior High School Students to College (Grade 12 to College) from SY 2024-25 to SY 2025-26





Fairplay Executive Director, Roy Moore, facilitating a life skills session at the YC.

Similarly, the transition rate from High School to Senior High School is 100%, with 3 out of 3 scholars progressing to the next level. This surpasses both the national average of 97% (BEDP 2030, 2022) and the 82% transition rate among the poorest 20% (DHS, 2022).

For Senior High School to College, Fairplay also achieved a 100% transition rate, with 5 out of 5 scholars enrolling in tertiary education. This is significantly higher than the national average of 77.5% (Garcia, 2025).

Overall, these results demonstrate Fairplay's strong effectiveness in ensuring that scholars successfully transition to higher levels of education, reflecting the impact of sustained academic, financial, and mentorship support.

Fairplay Scholars' Completion Rates

Charts 12 to 14 present the completion rates of Fairplay Scholars across elementary, high school, and senior high school levels for SY 2024–2025.

Chart 12
Completion Rate of Elementary Students, SY 2024-25

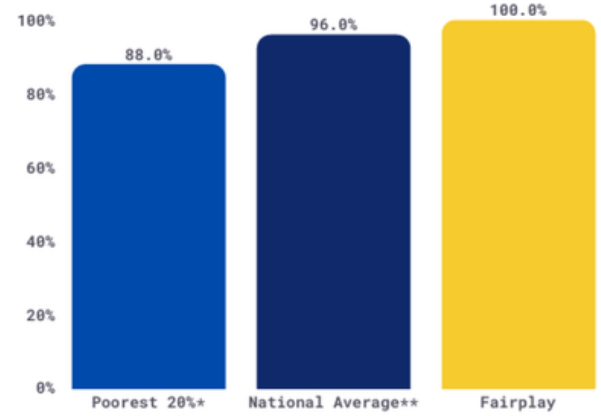


Chart 13
Completion Rate of High School Students, SY 2024-25

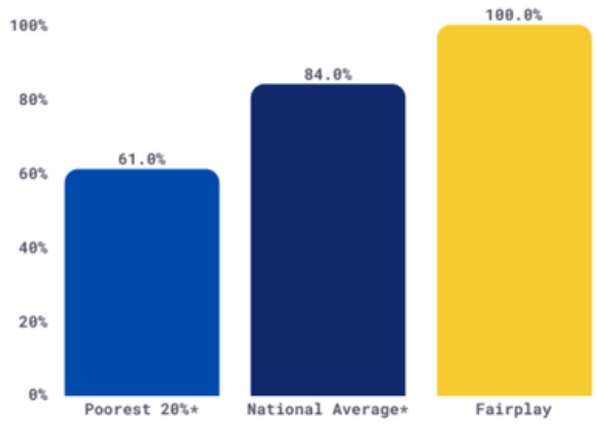
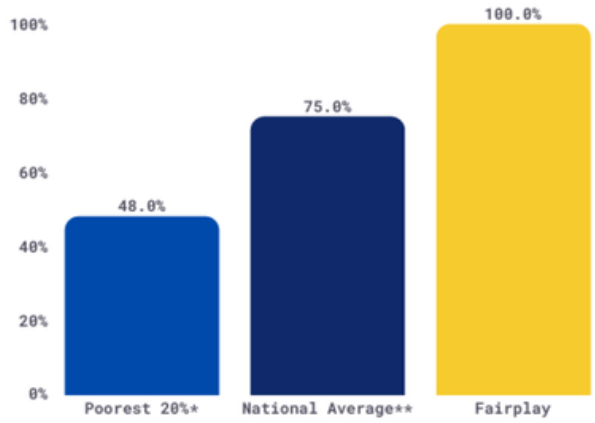


Chart 14
Completion Rate of Senior High School Students, SY 2024-25





A typical day at the Youth Center where scholars attend mentoring session.

The completion rate of Fairplay Scholars remains at 100% across all education levels in SY 2024–2025. At the elementary level, 6 out of 6 scholars successfully completed their education, exceeding both the 88% completion rate among the poorest 20% and the 96% national average (DHS, 2022).

At the high school level, Fairplay also achieved a 100% completion rate (3 out of 3 scholars), surpassing the 61% completion rate among the poorest 20% and the 84% national average (DHS, 2022).

Similarly, at the senior high school level, 5 out of 5 scholars completed their education, maintaining a 100% completion rate. This is significantly higher than both the 48% completion rate among the poorest 20% and the 75% national average (DHS, 2022).

In SY 2024–2025, we had three Fairplay Scholars in their fourth year of college. One successfully graduated from Bestlink College of the Philippines with a Bachelor of Science in Office Administration degree. The other two are completing their final year—one as a varsity football player at Far Eastern University, and the other pursuing Theology at the Fundamental Baptist College for Asians.

Overall, these results highlight Fairplay's effectiveness in enabling scholars to complete each stage of their education through sustained support.



Students working on their activities at the Youth Center.



Study session at the computer room.

Fairplay's Wave 4 Research Report provides a comprehensive assessment of the social and emotional well-being of Fairplay Scholars, based on key indicators including Adverse Childhood Experiences (ACEs), resilience, risk of depression, and subjective well-being.

Chart 15
Frequency and Percentage Distribution of ACEs Scores Categorization of Fairplay Scholars

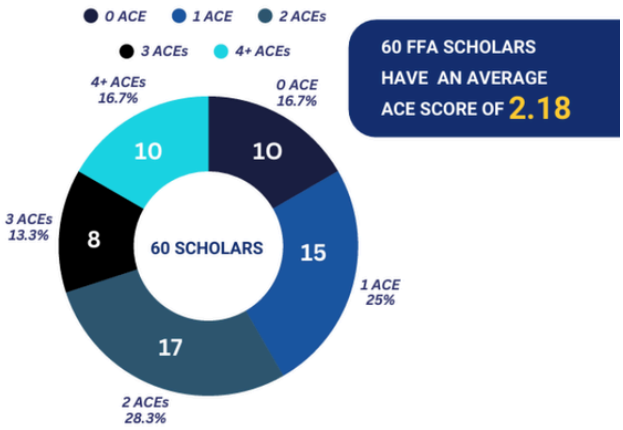
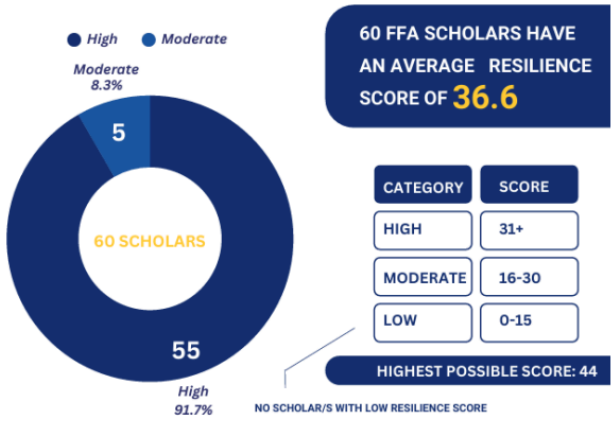


Chart 16
Frequency and Percentage Distribution of Resilience Categories of Fairplay Scholars



Many Fairplay Scholars grow up facing challenging circumstances. On average, scholars reported experiencing 2.18 adverse childhood experiences, indicating exposure to multiple forms of adversity such as family instability, neglect, or abuse. The most commonly reported experiences include parental separation and various forms of abuse. While ACE scores appear to have declined compared to previous research waves, this trend should be interpreted with caution due to the limitations of self-reported data.

Despite these challenges, scholars demonstrate strong resilience. The average resilience score is 36.6 out of 44, with over 90% of scholars classified under high resilience and none falling under low resilience. This suggests that scholars benefit from protective factors such as supportive relationships, community engagement, and positive coping mechanisms.

In terms of mental health, the average risk of depression falls within the mild category, with no scholars classified under severe risk. Half of the scholars fall under mild risk, while a smaller proportion are categorized under moderate risk, and some report no risk at all. These findings indicate that while emotional challenges are present, they are generally being managed without severe outcomes.



Scholars using the Computer Room



A "kamustahan" session with YC staff

Chart 17
Frequency and Percentage Distribution of Risk of Depression Results Categorization of Fairplay Scholars

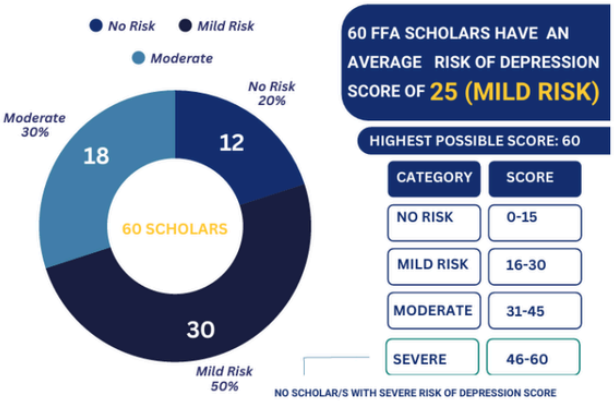
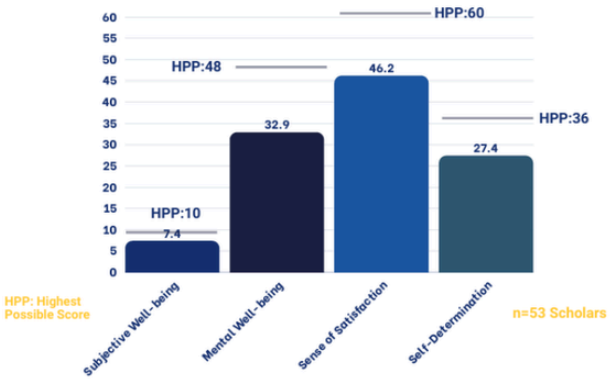


Chart 18
Average Score of Fairplay Scholars in Each Section of Subjective Well-being Survey



Scholars also report moderate to high levels of subjective well-being. On average, they rated their overall happiness at 7.4 out of 10, alongside relatively strong scores in mental well-being and life satisfaction. Across research waves, these indicators have remained generally stable, with gradual improvements observed in areas such as mental well-being and sense of satisfaction.

Taken together, the results show that while Fairplay Scholars face real and significant challenges, they continue to demonstrate positive social, emotional, and psychological well-being. These outcomes reflect the value of sustained, holistic support—including academic assistance, mentorship, psychosocial support, and a strong community environment—in helping scholars navigate adversity and move toward brighter futures.

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DHS (2022). Upper secondary completion rate in Philippines. Percentage of (i) young people aged 3-5 years above upper secondary school graduation age who have completed upper secondary school. Retrieved from UNESCO, November 12, https://www.education-inequalities.org/indicators/comp_upsec_v2/philippines#ageGroups=%5B%22comp_upsec_v2%22%5D&years=%5B%222022%22%5D

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Research



Jerome facilitating a mentoring session with elementary students.

In 2025, Fairplay strengthened its organization-wide monitoring and evaluation capacity through the addition of a Researcher-Tutor to the Youth Center team. A fresh graduate from the Polytechnic University of the Philippines, Jerome Lumuntad joined in February to support the monitoring of Fairplay Scholars and the assessment of outcomes across all of Fairplay's programs.

A key accomplishment was the completion of the Wave 4 Research Report, the fourth installment of Fairplay's standard monitoring report conducted on a regular (annual or biennial) basis. The report tracks critical indicators such as grade progression, transition rates, EQ attendance, and socio-emotional development of scholars, providing valuable insights to inform program improvements and strategic decisions.

Fairplay also contributed to the broader research community through the presentation of a paper titled "Pathways Out of Poverty: The Case of Fairplay Scholars in Payatas, Quezon City" at the National Social Science Congress 11 held in Baguio City on September 19, 2025. This engagement reflects Fairplay's commitment to evidence-based practice and knowledge sharing.

In addition, initial work began on formalizing Fairplay's Monitoring, Evaluation, Accountability, and Learning (MEAL) system. A draft MEAL document was developed, identifying key performance indicators to be tracked annually and laying the groundwork for a more structured and consistent approach to monitoring and evaluation across all programs.

Overall, these efforts mark an important step toward strengthening Fairplay's data-driven approach to program development and impact measurement.



Sports PROGRAM

Background and Objectives







Our Sports Program is designed to empower children and youth through sport, recognizing its potential to drive positive development when delivered with purpose. Guided by our four pillars of support, the program goes beyond competition to instill Fairplay's core values of high standards, growth mindset, integrity, and care.

Rather than promoting a "win at all costs" mindset, we foster a safe and supportive environment where players and coaches prioritize well-being, uphold strong values, embrace learning through consistent practice, and commit to continuous improvement.

At the center of the program is Payatas Football Club (Payatas FC), our flagship initiative. Founded in 2011 by Fairplay Co-founder and Executive Director Roy Moore, the program has grown from training 80 children once a week on a barangay basketball court into a thriving community-based football program. Today, Payatas FC serves over 250 registered players—30% of whom are girls—and operates from its dedicated facility, the Payatas Sports Center (PSC).

To support regular training sessions, we develop older players from the community into Youth Coaches, providing them with allowances and a meaningful alternative to livelihood options in the local garbage industry. Through the Fairplay Coaching Course (Levels 1–3), they receive structured training to build their skills and lead younger players effectively.

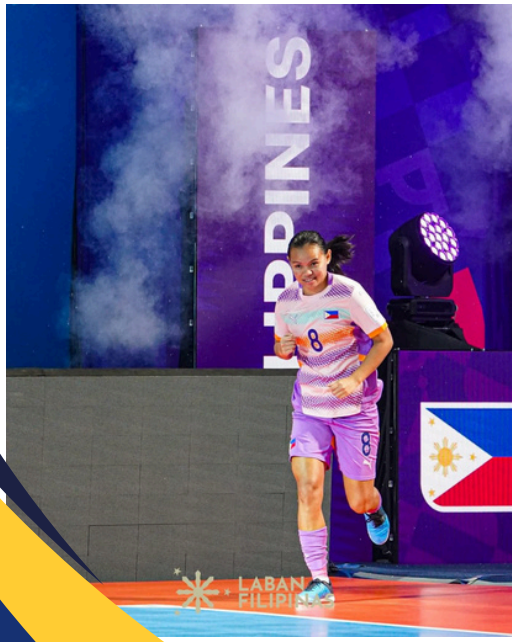
At its core, the program creates a safe space where children can play, have fun, learn, and grow—both on and off the field.











Our players have proudly represented the Philippines on the global stage, achieving notable success in the Street Child World Cup:

- Silver Medal – Rio de Janeiro (2014)
- 4th Place – Moscow (2018)
- Bronze Medal & Fairplay Award – Doha (2022)
-

In July 2023, Payatas FC represented the country at the World Fairplay Soccer Championship in Prora, Germany, where our women's team secured the bronze medal. This achievement was formally recognized by the Quezon City government through Resolution No. SP-9377, S-2023.

We continue to nurture local talent, with players earning selection to the Philippine Women's National Youth Football Team and the Philippine Women's National Futsal Team. In November 2024, Althea Rebosura and Agot Danton represented the Philippines at the ASEAN Women's Futsal Championship, while Regine Rebosura reached a significant milestone in 2025 by playing in the inaugural FIFA Futsal Women's World Cup hosted by the Philippines.

These achievements demonstrate that, with the right support, young athletes from underprivileged communities can compete and excel at the highest levels.

Beyond competition, Fairplay is equally committed to creating pathways for education. Many of our players have secured varsity scholarships in football and futsal at senior high schools and universities, including prestigious UAAP institutions—opening doors to brighter futures for themselves and their families.

Payatas Sports Center

Our journey—from training on a barangay basketball court to building the Payatas Sports Center—has been both challenging and rewarding. As our players have grown, so too have our facilities.

In 2025, we continued to upgrade our sports center. A key improvement was the installation of multi-sport tiles on the outdoor court, enhancing the playing experience and enabling additional sports such as volleyball, basketball, and badminton.

We also upgraded the divider between courts, installed basketball rings, and carried out major repairs to the washroom and comfort room facilities. These improvements strengthen the Payatas Sports Center as a safe, inclusive, and multi-functional space for the community.

















Payatas FC Players in 2025



296
Total no. of registered Payatas FC players.



25
Average no. of futsal training sessions per week in 2025.



37%
Percentage of female Payatas FC players.



432
Average no. of attendances in training per week in 2025.

In 2025, Payatas FC continued to grow both in reach and inclusivity, with a total of 296 registered players, an increase from 255 players in 2024. The proportion of female players also rose from 30% in 2024 to 37% in 2025, reflecting continued progress in creating more opportunities for girls in sport.

The program maintained a high level of activity throughout the year, averaging 25 futsal training sessions per week and reaching approximately 432 player attendances weekly, up from 410 in 2024. These figures highlight the scale and consistency of engagement within the program.

As shown in Chart 19, player participation in training has grown significantly since 2017, with a notable increase beginning in 2022 and sustained high levels through 2025. This upward trend reflects both the expansion of the program and the increasing demand for structured sports opportunities in the community.

Monthly trends in Chart 20 further demonstrate strong engagement, with several months in 2025 surpassing 2024 participation levels—particularly during peak periods such as April, May, and September. While some fluctuations are observed, overall attendance remained consistently high throughout the year.

In terms of age distribution (Chart 21), the majority of players are in the 10–13 age group (born 2012–2015), comprising 53.7% of participants. This is followed by players aged 14–17 (19.3%), younger children aged 5–9 (14.2%), and older youth aged 18–20 (8.1%), indicating a strong and growing base of younger players entering the program.

Overall, these results highlight the continued growth of Payatas FC as a community-based sports program, strengthening both participation and inclusivity while building a sustainable pipeline of young athletes.

Chart 19
Growth of Player Participation in Football Training (2017–2025)

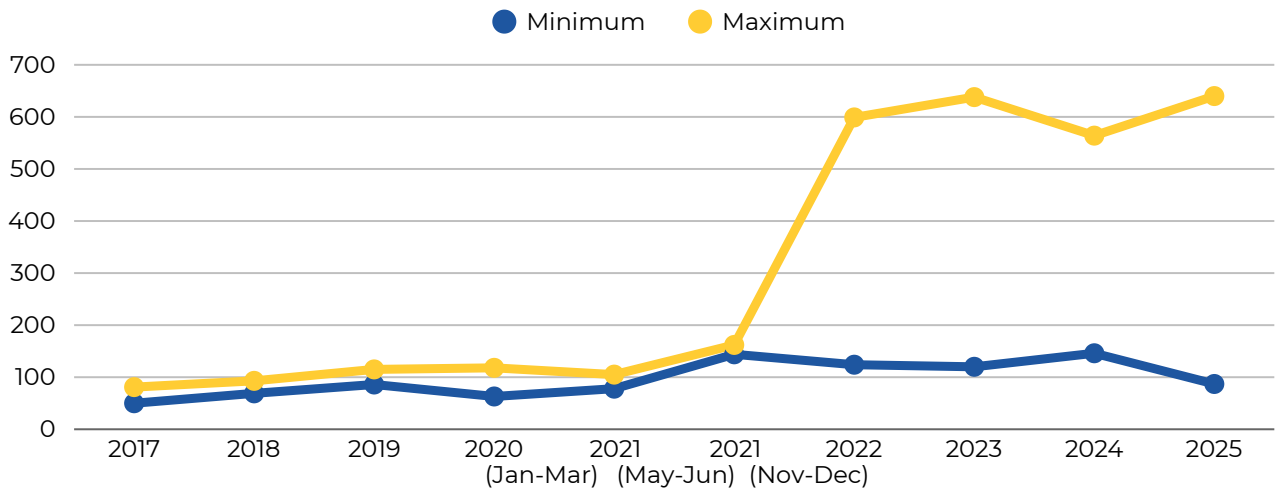


Chart 20
Football Training Participation: 2024 vs. 2025 Trends

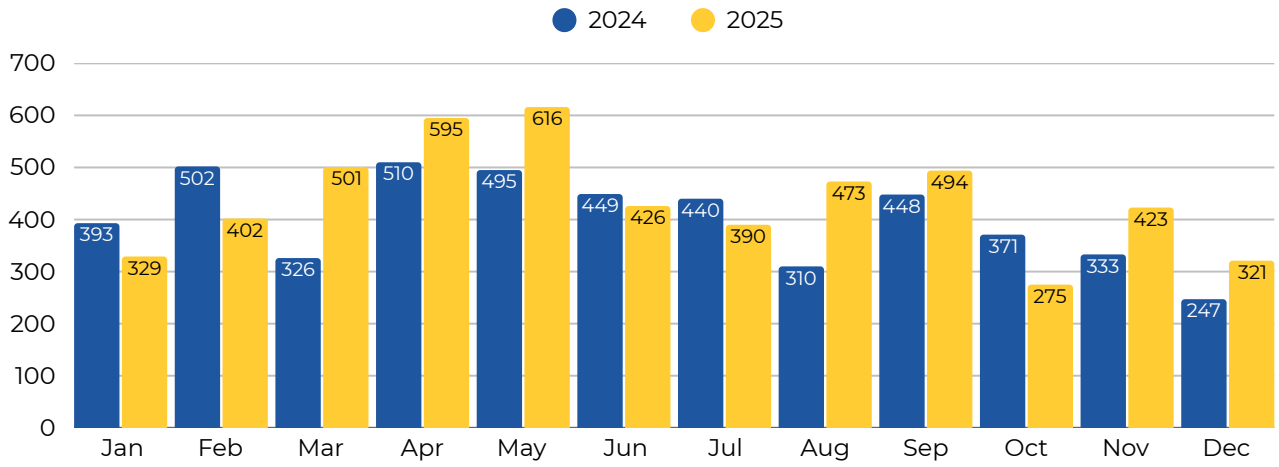
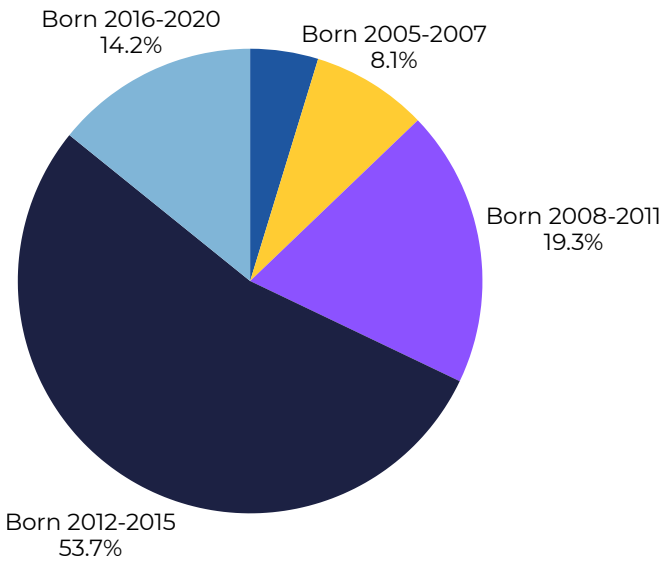


Chart 21
Age Group of Players in 2025





Participation in Local Sporting Events

Payatas FC continues to be an active participant in local football and futsal competitions, using these platforms as a core part of player and coach development. Participation in leagues and tournaments allows players to apply skills learned in training in real match situations, while strengthening values such as teamwork, discipline, and sportsmanship.



Coach AJ (top right) and the U10s in the NCRFA Youth League



Coach April (top left) and the U12s in the NCRFA Youth League



Coach Loren (top right) and the U14 Girls in the NCRFA Youth League

In 2025, Payatas FC took part in a range of structured leagues and short-format tournaments, including the NCRFA Youth League, 7X7 League (also known as the 7s Football League), High 5 Women's Futsal League, Liga GK, and several one-day futsal competitions. This combination provided players with both consistent exposure to competition and varied playing experiences across different formats and levels.

The NCRFA Youth League, held throughout the year, offered a strong grassroots foundation through small-sided formats such as 5v5 and 8v8. It created an environment focused on fun, learning, and development, particularly for younger players, while also serving as a training ground for Youth Coaches who took on responsibilities in team management, coaching, and logistics.

The 7X7 League, held in multiple seasons at McKinley Hill Stadium, provided a more competitive setting through a 7-a-side format. Here, players were exposed to stronger opposition from more established football programs, challenging them to adapt to faster-paced matches and more demanding game situations. The league also supported coaching development, with both Youth Coaches and senior staff, including Coach Rona, guiding teams through higher-level competition.

For the women's program, participation in the High 5 Women's Futsal League offered valuable high-level exposure despite a transitional year. With several experienced players moving on to varsity and semi-professional opportunities, younger players stepped up to compete, gaining confidence and experience against more seasoned teams.



Coach Rona (left) and the U17 Boys in the 7X7 League



Coach Carlo (left) and the U15s in the 7X7 League



U13s (Mixed) in the 7X7 Football League



Coach Roy (left) and the Women's Team in the High 5 Futsal League



Coach Carlo (left) and Coach Russel (right) with the U12s in Liga-GK



Coach Carlo (left) and Coach Russel (right) with the U10s in Liga-GK

At the grassroots level, Liga GK, organized by Gawad Kalinga through its SipaG Program, provided younger players with additional opportunities for game time against teams from different communities across Metro Manila. This type of competition plays an important role in early-stage development, allowing players to build confidence and familiarity with competitive play in a supportive environment.

In addition, Payatas FC participated in several one-day futsal tournaments, including the 3rd Ganap Futsal Tournament, Kopa ng Pagsilang, Tamaraw Futsal Cup, and Copa Polo. These short-format competitions offered high-intensity playing experiences, requiring players to adapt quickly, make decisions under pressure, and compete across multiple matches within a limited timeframe.



Coach Ray Allen (right) and the U16 Girls in the Kopa ng Pag Silang



Coach April (left) and the U13s (Mixed) in the Kopa ng Pag Silang



Coach Loren (top left) and the U14s in the 3rd Ganap Futsal Tournament



Payatas FC Men's Team in the 3rd Ganap Futsal Tournament



Coach Rona (right) and U18 Boys in the 1st Tamaraw Futsal Cup

Across all competitions, consistent exposure to real game environments strengthened player engagement and commitment throughout the year. At the same time, these experiences continued to develop the leadership and capabilities of our Youth Coaches.

Overall, participation in local competitions remains a key pillar of the program. By combining structured league play with diverse tournament exposure, Payatas FC provides meaningful opportunities for both players and coaches to grow.

Fairplay Futsal League and Futsal Cup

In 2025, we continued to host the Fairplay Cup and the Fairplay Futsal League at the Payatas Sports Center, creating regular opportunities for players across age groups to compete, develop their skills, and deepen their love for the game.

The Fairplay Cup was held in three editions throughout the year. On February 15, 2025, we organized a tournament for U18 Boys, supported by Saint Jude Catholic School IBDP. This was followed by a U17 Girls tournament on March 29, 2025, and another U18 Boys edition on June 15, 2025. Each event created a fun and engaging environment where players could apply their training in a competitive yet supportive setting.

Meanwhile, the Fairplay Futsal League continued to serve as a key platform for player, coach, and referee development. The league emphasizes learning, fair play, and community-building over results, with players encouraged not only to compete but also to take on roles as coaches, referees, and organizers. Special rules are implemented to ensure balanced and enjoyable matches, promoting participation and development for all players.

Two seasons of the league were organized in 2025:

- Season 1 (May 11 – June 1, 2025): U18 Boys and U17 Girls
- Season 2 (July 13 – August 10, 2025): U10, U12, and U15

Each season featured multiple match days, providing consistent playing opportunities and allowing players to build confidence, teamwork, and game understanding over time.

Through the Fairplay Cup and Futsal League, we continue to create accessible, structured, and development-focused competitions within the community—ensuring that players of all ages have regular opportunities to play, learn, and grow.



Fairplay Cup organizers together with event sponsors, Saint Jude Catholic School IBDP



Coach Carlo refereeing a Fairplay Cup game.



The U10s enjoying their game in the Fairplay Futsal League



Developing Youth Coaches







Developing youth coaches remains a core component of Fairplay's Sports Program, creating pathways for players to grow into leaders while strengthening the overall quality of training and mentorship within Payatas FC.

In 2025, we continued to implement the Fairplay Coaching Course, a structured training program designed to equip coaches with both technical skills and a strong foundation in holistic mentoring. The course is delivered in multiple levels, each focusing on key aspects of coaching aligned with Fairplay's core values of high standards, growth mindset, integrity, and care.

The Level 1 Coaching Course introduces the fundamentals of coaching the Fairplay way—creating fun and engaging sessions, building positive relationships with players, and reflecting on the role of a coach as a mentor. The Level 2 Coaching Course, titled "Developing a Growth Mindset," goes deeper into communication, understanding the context of the children we work with, and setting clear expectations while supporting both athletic and personal development.

Throughout the year, multiple coaching courses and refreshers were conducted, led by our Sports Program Manager, Coach Dhuds Lagata, an AFC Futsal Level 1 licensed coach. These sessions were attended by Fairplay staff, youth coaches, and even external participants, reflecting the growing interest in Fairplay's coaching approach.

7
Total no. of **active** coaches in 2025.

10
Total no. of **active** coaches in 2025.

2
Total no. of **active** coaches in 2025.

A highlight of the year was the continued emphasis on practical coaching assessments, where participants were evaluated based on how engaging their sessions were, how well they demonstrated care for the players, and how effectively they challenged and developed the children. These practical sessions helped coaches build confidence and improve their ability to lead training sessions independently.
The program also saw strong participation and completion rates, with new coaches successfully transitioning into assisting roles within Payatas FC training sessions. By the end of the year, additional Level 2 courses were conducted, further strengthening the pool of trained coaches and preparing them for more advanced responsibilities.

Beyond technical development, the coaching pathway continues to create meaningful opportunities for young people. Many of our youth coaches are also pursuing their education—some as varsity scholars in senior high school and college—while taking on leadership roles within the program. Through coaching, they gain valuable life skills, including responsibility, communication, and mentorship.

Overall, the continued growth of our youth coaches reflects Fairplay's commitment to developing not just players, but future leaders. By investing in their training and personal development, we are building a strong, sustainable coaching community that will support the next generation of Payatas FC players.

Impact: By developing youth coaches from within the community, Fairplay creates a powerful cycle of leadership—where former players return as mentors, multiplying impact and ensuring that the next generation of children receives consistent, high-quality guidance both on and off the field.



Distribution of Payatas FC Kits

In 2025, Payatas FC continued to provide players with essential sports equipment to support their participation in regular training, leagues, and tournaments. Kit distribution took place throughout the year, ensuring that both new and existing players had access to the gear they need to train and compete.



201	150	219	182	145	67	86

A major highlight was the Fairplay Summer Fair held on April 27, 2025, where the bulk of the distribution was carried out. The event served not only as a key moment for kit distribution but also as a celebration of the Payatas FC community, bringing together players, families, and staff in a lively and meaningful gathering.



Coach AJ distributing Payatas FC kits to players during the Summer Fair

Access to proper sports equipment plays a crucial role in enabling participation. For many of our players, receiving items such as uniforms and futsal shoes removes a significant barrier, allowing them to fully engage in training and competition with confidence.

We would like to extend our sincere thanks to the Rotary Club of Makati for sponsoring futsal shoes for the players, contributing directly to their ability to take part in the sport.

Through this initiative, Payatas FC continues to ensure that no player is left behind due to lack of resources—reinforcing our commitment to accessibility, inclusion, and equal opportunity in sport.



Coach AJ checking the queue of kids who will receive the Payatas FC kits



Coaches double check the list of registered players who will receive a kit

Fairplay Cafe PROGRAM

Background and Objectives

Access to nutritious food remains a significant barrier for many children in Payatas. Without proper nutrition, children struggle to fully engage in school, participate in sports, and develop physically and emotionally. This gap becomes especially visible when our players compete outside the community, where differences in physical development highlight the broader inequalities they face.

The Fairplay Café was established to respond to this need by ensuring that children and youth in our programs receive consistent, nutritious meals. It provides daily school meals for Fairplay Scholars and during their Youth Center activities, as well as meals for Payatas FC players during training and match days.

Beyond addressing immediate nutritional needs, the Café is designed as a sustainable, community-based solution. By operating within Payatas, it creates livelihood opportunities for local mothers, contributing to household stability while strengthening the support system around the children.

Through the Fairplay Café, we aim not only to address hunger, but to support the overall well-being of our scholars and players—enabling them to learn, play, and grow with dignity, health, and confidence.

The Fairplay Cafe in 2025

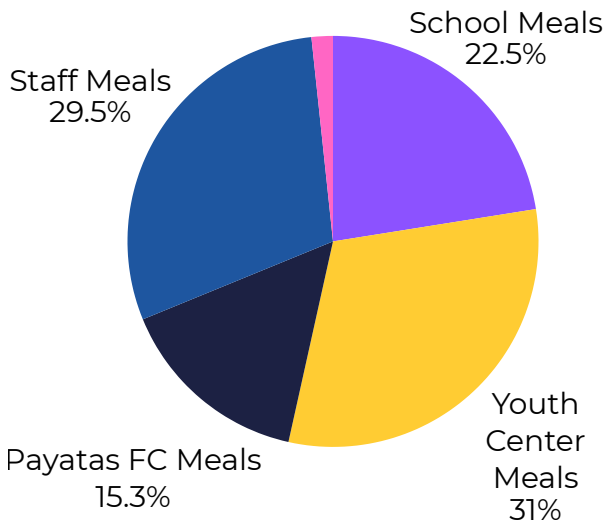


Fairplay staff are provided breakfast and lunch at the Fairplay Cafe.

In 2025, the Fairplay Café continued to play a vital role in supporting the daily needs of children, youth, and staff across Fairplay's programs. A total of 13,930 meals were served throughout the year—an average of 1,161 meals per month—ensuring consistent access to nutritious food for those who rely on the program.

The majority of meals provided were for Youth Center activities (31%) and staff meals (29.5%), followed by school meals for Fairplay Scholars (22.5%) and meals for Payatas FC players (15.3%). This distribution highlights the Café's central role in supporting both the Education and Sports Programs, as well as internal operations.

Chart 22
Internal Meals Provided by the Fairplay Cafe in 2025



13,930

Total no. of internal meals served by the Fairplay Cafe in 2025.

This is equivalent to PHP 550,224.00

1,161

Average no. of meals per month.

Chart 23
External Meals and Operating Expenses of the Fairplay Cafe, 2017-2025

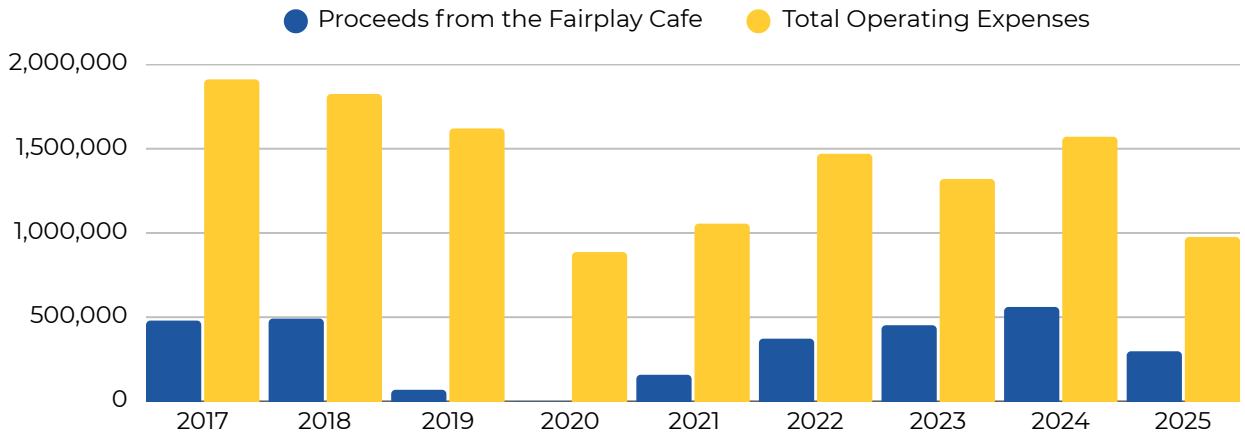
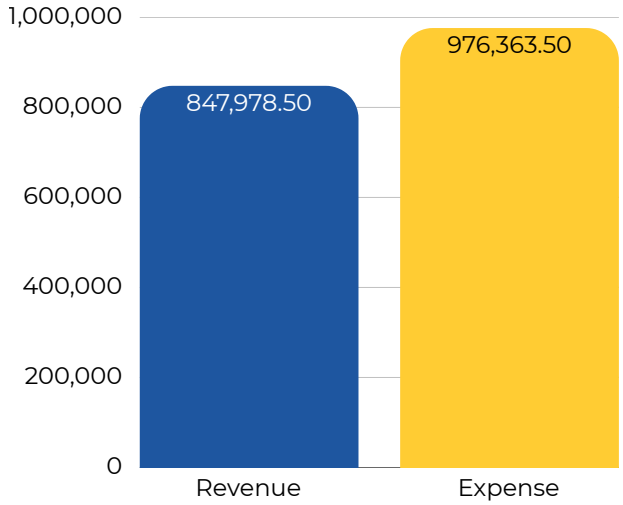


Chart 24
Sustainability of Fairplay Cafe in 2025





SHS and College level Fairplay Scholars attended cooking classes in the Fairplay Cafe in 2025

In terms of financial sustainability, the Café generated a total of PHP 847,978.50 in revenue in 2025, equivalent to approximately 86.9% cost recovery against total operating expenses of PHP 976,363.50. This figure includes both internal meal allocations and external sales. Of this, PHP 297,754.50 came from external customers, representing about 30.5% of total costs covered through external income alone.

While the Café is not yet fully self-sustaining, these figures reflect steady progress toward sustainability, with earned revenue from operations continuing to grow as a key component of the model.

Overall, the Fairplay Café remains both a critical nutrition program and a developing social business. By providing daily meals and generating income from outside customers, it strengthens Fairplay's ability to deliver holistic support—ensuring that children and youth are nourished, supported, and better equipped to learn, play, and grow.









SHS and College level Fairplay Scholars attended cooking classes as part of the life skills sessions during Boot Camp

Fairplay Scholars have their meals from the Fairplay Cafe while attending Youth Center activities





The Fairplay Cafe booth at the Fairplay Summer Fair, 27 April 2025



Fairplay Cafe catering during a Community Day event at the Payatas Sports Center



SHS and College level Fairplay Scholars celebrate and eat the food they prepared during their cooking class



Challenges & SOLUTIONS

The momentum built in 2024 carried through into 2025, with encouraging progress and achievements across our programs. At the same time, we continued to face key challenges. The most significant remains funding and long-term sustainability, particularly in supporting core operations and staffing. Other challenges include optimizing the use of technology to improve efficiency, maximizing limited human resources, navigating government processes and requirements, and strengthening the timeliness and consistency of reporting.

Funding & Financial Sustainability

Overall, we are deeply grateful for the continued generosity of our supporters—especially our long-time donors in the Philippines and our enduring partnership with TOY. Their support has been instrumental in enabling us to sustain and consistently deliver quality services and care to our beneficiaries year after year.

In 2025, we further strengthened our funding base through partnerships with donors and corporate supporters, securing project-based grants that helped sustain and expand our programs. These included the Rotary Club of Makati, the Rotary Foundation of Makati West Inc., Saint Jude Catholic School IBDP, Conexus Medstaff LLC, and TELUS Digital.

We also worked diligently to secure a significant grant from the Alliance of Sport under the Southeast Asia Sport and Youth Crime Prevention (SYCP) Initiative, which will support program implementation over an 18-month period.

While 2025 can be considered a good year financially, many of these funds are restricted to specific projects and timelines. This underscores the ongoing challenge of reliance on external funding, which can be unpredictable and influenced by broader economic conditions. Therefore, strengthening sustainable revenue streams will be critical to ensuring long-term stability and growth. This remains one of our core priorities—and a long-term goal we are deeply committed to—as we work toward building a more resilient and self-sustaining model for the future.

Growing the Fairplay Team

Recruiting the right person for the right role remains a continuing challenge for Fairplay. Beyond skills and experience, we place strong emphasis on alignment with our core values and a genuine commitment to our mission. While this makes the recruitment process more rigorous and time-consuming, our experience has shown that investing in the right people is always worthwhile.

Compensation also remains a key constraint. As a small NGO with limited funding, we are often unable to match the salaries offered by larger organizations or the corporate sector. Despite this, we strive to cultivate a purpose-driven work environment where staff find meaning and fulfillment in contributing to real and lasting impact.

In 2025, we said goodbye to some team members while also strengthening the organization through key new hires. We were pleased to onboard three new staff members in critical roles, supporting continuity and growth across our programs.

Within the Education Program, the departure of a Tutor created a gap in the Youth Center team. This was addressed with the addition of a Researcher–Tutor in February, whose dual role significantly strengthened both academic and social support for scholars, while also advancing Fairplay's monitoring and evaluation efforts.

We also welcomed a full-time Creative Content Officer in February to support documentation and communications. However, this role was vacated mid-year when the staff member pursued another opportunity. In the interim, members of the Management Team took on the responsibility of maintaining regular program updates and communications.

A major transition occurred within the Management Team and the Admin & Finance Department when the Administrator went on maternity leave. In preparation, an Admin & Finance Assistant was hired to provide additional support, while the Finance Officer and Administrative Officer stepped into expanded roles. This transition was managed effectively, with team members rising to the challenge and strengthening their capacity.

Overall, despite transitions throughout the year, the team remained stable and adaptive, ensuring that operations continued smoothly and programs were delivered effectively.

Overcoming Bureaucratic Hurdles

In 2025, Fairplay encountered significant challenges in navigating the DSWD accreditation process, following the completion of registration and licensing requirements. The process involves extensive documentation, multiple layers of compliance, and prolonged timelines, requiring substantial administrative time and resources.

While these mechanisms are intended to ensure accountability and quality, the cumulative burden of sequential requirements can be particularly demanding for small, community-based organizations. In practice, this diverts limited resources away from program implementation and service delivery.

To balance compliance with operational priorities, Fairplay made the strategic decision to defer completion of accreditation to 2026, allowing time to strengthen internal systems and ensure full alignment with requirements.

Moving forward, Fairplay remains committed to meeting all regulatory standards, while recognizing the opportunity for processes to be streamlined to better support grassroots organizations delivering essential services.









Education Program

In 2025, the Education Program continued to deliver strong outcomes while addressing several key challenges related to engagement, learning gaps, capacity, and sustainability. One ongoing challenge is maintaining consistent participation among scholars, particularly at the senior high school and college levels, where academic demands and external responsibilities often limit attendance. To address this, the Youth Center adopted more flexible engagement strategies, prioritizing targeted mentoring and support for scholars with academic or attendance concerns while maintaining structured requirements for K–12 participants.

Another key challenge is addressing foundational learning gaps among scholars, many of whom come from under-resourced public schools. These gaps require sustained academic support beyond what is typically expected at each grade level. In response, Fairplay continues to strengthen its tutorial system, focusing on foundational skills while integrating mentoring and social-emotional support to ensure holistic development.

As the program grows, balancing scale with the quality of support remains a critical consideration. The Youth Center's mentorship-driven approach requires significant staff time and attention, creating pressure on program staff. To manage this, Fairplay continues to invest in staff development, train youth leaders, and improving schedules of sessions.

Monitoring and evaluation also presents ongoing challenges, particularly in tracking both academic progress and social-emotional outcomes. The addition of a Researcher–Tutor role in 2025 strengthened Fairplay's capacity in this area, improving data collection, analysis, and overall program monitoring.

Finally, the sustainability of financial support for scholars remains a key concern, as the program provides allowances, meals, and educational assistance. While these are essential to ensuring access and retention, they require consistent funding. Fairplay continues to address this through strengthened fundraising efforts and by exploring more sustainable models to support long-term program delivery.

Overall, Fairplay continues to respond to these challenges through adaptive strategies, system improvements, and a sustained commitment to delivering high-quality, holistic support to its scholars.

Sports Program

In 2025, the Sports Program continued to grow in both scale and quality, while navigating key challenges related to player transitions, coaching capacity, resource demands, and financial sustainability.

One of the primary challenges is player retention at higher levels, as more advanced players transition to varsity teams or are recruited by semi-professional clubs. While this reflects the success of the program in creating pathways, it also requires continuous rebuilding of teams and adjustments in performance expectations. In response, Fairplay continues to strengthen its player development pipeline, focusing on younger age groups and ensuring consistent training to prepare the next generation of players.

Maintaining quality coaching at scale is another ongoing challenge, particularly with a growing number of players and increased reliance on youth coaches. While this approach is a core strength of the program, it also requires sustained investment in training and supervision. Fairplay continues to address this through its structured Coaching Course (Levels 1–3), regular mentoring, and practical assessments to improve consistency and build coaching capacity over time.

The expansion of the program has also increased demands on facilities, logistics, and equipment. High usage of the Payatas Sports Center requires continuous maintenance and upgrades, while participation in multiple leagues and tournaments adds complexity in scheduling, transport, and coordination. To manage this, Fairplay continues to improve planning systems and invest in facility improvements to support safe and effective program delivery.

Financial sustainability remains a key consideration, as the Sports Program is resource-intensive, covering coaching allowances, competition participation, equipment, and facility upkeep. At the same time, the strength and uniqueness of the program have enabled Fairplay to successfully secure significant grant funding, including support from partners such as the FIFA Foundation and the Alliance of Sport.

To complement these funding sources and reduce reliance on external grants, Fairplay has also begun exploring new income-generating models such as the Payatas Futsal Academy, which aims to engage paying participants from outside the community. While still in its early stages, this initiative represents a potential pathway toward building more sustainable and diversified revenue streams for the program.

Overall, Fairplay continues to respond to these challenges by strengthening internal systems, investing in people, and exploring innovative approaches to sustainability—while remaining committed to delivering a values-driven sports program that prioritizes both development and care.





Social Business: the Fairplay Cafe

In 2025, the Fairplay Café continued to operate as both a nutrition program and a social enterprise, while navigating key challenges related to sustainability, operations, and capacity building.

A central challenge remains balancing the Café's social mission with financial sustainability. While the Café provides essential meals for scholars, players, and staff, these services do not generate income, placing pressure on overall cost recovery. To address this, Fairplay continues to strengthen external income generation while improving operational efficiency to better manage costs.

Expanding the Café's external customer base also remains a work in progress. While external income contributes to sustainability, further growth is needed to establish the Café as a more viable revenue-generating enterprise. Efforts are ongoing to improve menu offerings, product quality, and overall customer experience to attract more external customers.

Another key focus area is staff capacity and professionalization. The Café is run primarily by Nanays from the community, and while this creates meaningful livelihood opportunities, it also requires continuous training in food preparation, menu development, and basic business operations. In 2025, staff participated in skills development activities, including a seitan cooking workshop, and continued to experiment with new recipes to improve food quality and variety.

Operationally, the Café underwent a significant transition from gas to electric cooking, which presented both behavioral and technical challenges. Staff initially faced difficulties adjusting to new equipment, while the facility required upgrades to safely support increased electrical load. Through ongoing training, gradual adaptation, and improvements to the electrical system, the team was able to manage this transition while maintaining daily operations.

The Café also continues to strengthen its internal systems and processes, particularly in areas such as inventory management, cost tracking, and workflow efficiency. These improvements are essential to support both operational reliability and long-term sustainability.

Overall, while challenges remain, the Fairplay Café continues to evolve through continuous learning, system improvements, and a commitment to balancing its social purpose with financial sustainability.



Plan of Action 2026

As we move into 2026, Fairplay For All Foundation remains committed to strengthening the quality, sustainability, and reach of its programs. Building on the momentum of 2025, the organization will focus on consolidating its growth, investing in people, and developing more sustainable systems to support long-term impact.

A key priority for 2026 is the continued development of mentors, coaches, and staff. Fairplay will further strengthen its internal pipeline by training more youth leaders and coaches, while also investing in key hires—particularly in education and communications—to improve program delivery and storytelling. The addition of a dedicated Tutor will help enhance the quality of academic support at the Youth Center, while strengthening monitoring of student progress.

In the Education Program, Fairplay will continue working toward its target of reaching 100 Fairplay Scholars, while improving consistency in attendance and engagement. Efforts will focus on strengthening tutorials, mentoring systems, and targeted support for scholars at higher education levels to ensure sustained academic progress and completion.

In the Sports Program, the focus will be on deepening development rather than rapid expansion. This includes improving the quality of coaching, strengthening the player development pathway, and continuing to support players in accessing varsity and higher-level opportunities. Building on progress in Q4 of 2025, Fairplay has also begun offering additional sports—including basketball, volleyball, rugby, and badminton—and will continue to expand these opportunities in 2026 to reach more children and diversify participation. By broadening access to multiple sports, Fairplay aims to level the playing field, ensuring that children from underserved communities have the same opportunities to discover their strengths, develop their talents, and pursue pathways in sport as their peers from more privileged backgrounds. At the same time, the program will continue to grow its base of youth coaches, ensuring sustainability and consistency in training across all sports.

Strengthening financial sustainability remains a central goal. Fairplay will continue to pursue grants and partnerships while expanding its social enterprise efforts. This includes further developing the Fairplay Café to increase external income and continuing to explore the Payatas Futsal Academy as a potential revenue-generating initiative. At the same time, the organization aims to invest in communications by strengthening its content and storytelling, with the goal of building a more stable base of regular donors and supporters.

Internally, Fairplay will continue to improve its systems and processes, particularly in areas such as monitoring and evaluation, reporting, and use of technology to increase efficiency. Strengthening these systems will enable the organization to better track outcomes, support decision-making, and ensure accountability.

Overall, 2026 will be a year of consolidation and strengthening—focusing not only on growth in numbers, but on improving the depth, quality, and sustainability of Fairplay's impact.



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