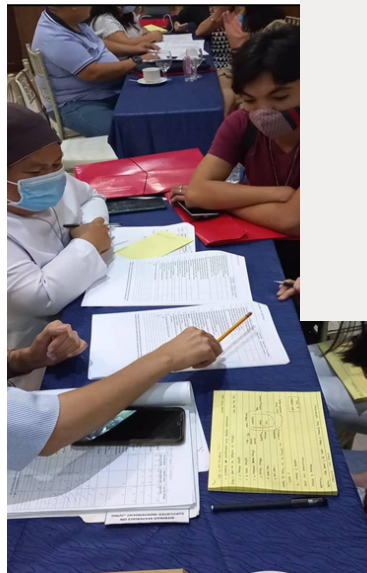




2021 ANNUAL REPORT

REACHING OUT TO MORE CHILDREN, FAMILIES AND COMMUNITIES



Amidst the COVID-19 outbreak, everyday life has changed for most people in our country. The pandemic continues to impact our lives significantly, and NORFIL continues to reach out to the children, families and communities to better understand the challenges they are facing and identify how we can continue to provide support, resources, and critical services at this vital time. NORFIL through innovative partnerships, new content, and delivery mechanisms found ways to connect and provide support to those we serve, extending services and intervention as needed.

The year 2021 marked the 37th year of NORFIL with the theme "Empowering Children, Families, and Communities in the Midst of the Pandemic". Keeping true to its vision, goal, and the anniversary theme to reach more persons and communities, NORFIL opened additional Enabling Communities for Inclusion Projects in Northern Samar and in five municipalities of Ilocos Sur.

The Partnership for Inclusive Development Program on the other hand ventured into two new projects: the Enhancing Access to Rehabilitation Services through People-Centered App-Based Screening or Telerehabilitation Project and the Sexual and Reproductive Health Rights or SRHR. The Telerehabilitation Project aims to enhance access of persons with disabilities to appropriate rehabilitation services and assistive devices. The SRHR Project envisions young people with disability to gain knowledge and be able to make informed choices about sexuality and relationships. Not to be left behind, the NORFIL Adoptive Parents (NAP) Group launched its book, "Born from Love: Endearing Adoption Stories" which described the adoption story and journey of 18 adoptive families. NORFIL likewise completed its joint project on Protection and Recovery Program with Consuelo Zobel Alger Foundation and its three year joint project with the International Justice Mission and the Department of Social Welfare and Development (DSWD) on Child Protection Compact Grant: Foster Care Pilot Program. Fourteen (14) survivors of on-line sexual exploitation of children experienced wholesome family life with licensed foster families.

In lieu of the face to face capability building activities which was challenging because of the pandemic, various training were conducted virtually. Thanks to the modern technology, most of these activities were able to have over a hundred participants and some even catered 500 attendees.

As we all know, our country is frequently visited by storms and typhoons. Just before the year ended, typhoon Odette hit several provinces in the southern part of the country and Cebu, where NORFIL has an ECFI and Foster Care Program, was one of the badly affected provinces. NORFIL allocated the needed resources for the distribution of Unconditional Cash Assistance for families whose houses and sources of income were severely or completely destroyed. This will be implemented early next year.

We are honored to be recognized by DSWD as the Most Outstanding Social Welfare and Development Agency (SWADA) Private Category in Region I.

I am grateful to our major donors who unceasingly and continuously provided the much needed financial support and guidance, in fulfilling our common mission to uplift the situation of children, youth, and families. The year of collaboration was indeed awe-inspiring.

The dedication and compassion of all NORFIL staff demonstrated their commitment to the most vulnerable group in society, also deserved to be acknowledged. Thank you very much to everyone. I am hopeful that we will accomplish more in 2022.

MA. TERESA R. NUQUI
Executive Director

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65

CHILDREN WHO WERE NEGLECTED, ABANDONED OR ABUSED

provided with family care by licensed foster families thriving and protected

7,882

CHILDREN AND YOUTH WITH DISABILITIES

provided with habilitation/ rehabilitation services

5

CHILDREN

found their forever loving adoptive families through domestic and intercountry adoption.

5

CHILDREN

reunified with their birth families

260

SOCIAL WELFARE AND DEVELOPMENT LEADERS AND PRACTITIONERS

trained by NORFIL Training and Research Center

15

LOCAL GOVERNMENT UNITS

became new partners in the expansion of ECFI Program in the provinces of Northern Samar and Ilocos Sur

19

LOCAL PARTNER ORGANIZATIONS

provided P25,118,500.00 funding support and technical assistance



ECFI PROJECT IN ILOCOS SUR

awarded as **Most Outstanding Social Welfare and Development Agency Private Category in Region I** by DSWD.



2 NEW PROJECTS

- Sexual & Reproductive Health Rights (SRHR)
- Enhancing Access to Rehabilitation Services through People-Centered App- Based Screening and Telerehabilitation



"BORN FROM LOVE: ENDEARING ADOPTION STORIES"

book by NORFIL Adoptive Parents published



DEPUTY DIRECTOR

hired

FOSTER CARE

Foster care, under Child Care and Placement Program, is a temporary planned substitute care/service provided by licensed foster families for children who cannot live with their families.



65 FOSTER CHILDREN

provided with family care, thriving and protected



74 LICENSED FOSTER HOMES

49 active with children under their care



10 CHILDREN PERMANENTLY PLACED THRU:

- 2 Inter- Country Adoption
- 3 Domestic Adoption
- 5 Reunification



19 foster children received needed psycho-social interventions for development/enhancement of functionality

4 older foster children participated in activities on child's rights

21 capacity building activities attended by 67 foster parents



DOMESTIC ADOPTION

Domestic Adoption, also under the Child Care and Placement Program, is the legal process of providing a permanent placement for a child legally available for adoption, needing an adoptive family. NORFIL advocates and promotes legal adoption in collaboration with the NORFIL Adoptive Parents (NAP) group. NAP is a support group for adoptive parents and adoptive children.



10 ADOPTION APPLICATION RECEIVED

5 approved

5 completing documentary requirements.



5 ADOPTIVE PARENTS

received their children



19 ADOPTIVE PARENTS

filed for the legalization of adoption in court and awaiting for either court hearings or issuance of adoption order/decreed.



127 ADOPTIVE PARENTS

attended capacity building activities on Legal Process of Adoption and Adoption Telling



1000 COPIES OF BORN FROM LOVE: ENDEARING ADOPTION STORIES

first book published by the NAP to promote legal adoption



Reward of Passionate Mothers

by: **Ma. Anjelika Kristine Joy P. Dalangin**, Foster Care Social Worker- Rizal

Motherhood is a choice one makes every day; to put someone else's happiness and well-being ahead of one's own; to teach the hard lessons, to do the right thing even when one is not sure what the right thing is. The sacrifice and the love mothers give to their child is the most unconditional and the purest. As Maria Shriver said, "Having kids- the responsibility of rearing good, kind, ethical, responsible human beings- is the biggest job anyone can embark on".

DSWD-CALABARZON held last February 17, 2021 its CY 2020 Panata Ko Sa Bayan Awarding Ceremonies via Google Meet. Among the recognition presented was the Best Foster Parents Award. NORFIL foster parents Elena Anastacio and Eugenia Nicolas were each bestowed for the second straight year, the award for Best Foster Parent.

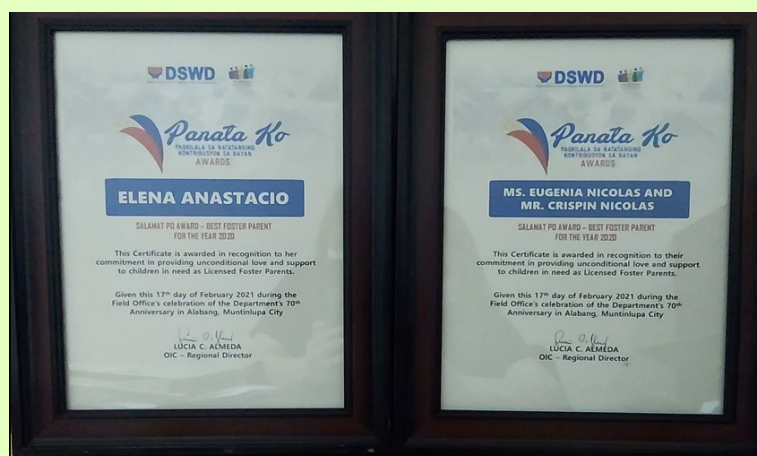
Elena believes in the saying "The only way to add income to your life is to add value to the life of others". Elena was issued her Foster Care License on March 28, 2008. She has taken care of ten (10) foster children including her present foster child. Most of the children placed with the Anastacio family were either placed for adoption or were reunified with their biological families. Elena's commitment to fostering a child is remarkable. She had proven how accountable and responsible she is as a foster parent through the years. NORFIL Foundation and the DSWD noticed her sense of responsibility and compassion for foster children. She was seen as a laudable foster parent which led her to receive different recognitions such as "Most Participative" and "Best in Program Advocacy" given by NORFIL Foundation, Inc. Elena has exceptional initiative and resourcefulness in the recruitment and promotion of the Foster Care program in her community. She became one of the Peer Supervisors in their area for her fervor, trustworthiness, and reliability.

Elena is currently taking care of 5 years and 7 months old child with William Syndrome. Despite the child's unique medical condition, Elena's commitment did not waiver. She treats the child with much worth and dignity. For Elena, the happiness that the children give to them is invaluable especially when they smile, dance, and show affection to them. She can face life including fostering an unrelated child even during challenging times and made her realize that kindness to less fortunate children has an incredible consequence.

Eugenia Nicolas, on the other hand, was issued a Foster Care License on November 11, 2004. It was a non-stop series of taking care of unrelated children for the Nicolas family. They were able to serve 14 foster children including the two foster children currently in their care. As a long-time foster parent, Eugenia's skills and knowledge in fostering is exhibited by her ability to accept children with different health/psychological conditions or situation such as malnourished child, a child with skin conditions, a child with behavioral conditions, abandoned and neglected, etc. All the hardships of being a foster parent to these children did not deter nor affected her will. It inspired and reinforced her aspiration to continue with what she has started. Eugenia's initiative is likewise laudable! She ensures that the food and supplies of the foster children are accordingly met. She has shown exemplary leadership. She guides and leads her co- foster parents in Rodriguez, Rizal. She is an amazing role model for the foster parents. She emphasized among the other foster parents the significance of being compliant with the rules and policies of NORFIL and DSWD as doing so will be for their protection and welfare. Eugenia expressed that all the challenges she encountered as a foster parent had developed her into a much better person - as a parent to her children as well as created a more sensitive and caring foster parent. The tasks and demands she experienced as a foster mother have produced a character she can liken to being polished from a rough stone into a radiant diamond! She is presently taking care of two foster children, one of which is a child with disability.

The two foster parents are the Peer Supervisors in Rodriguez, Rizal. They have developed and enriched their leadership skills through the years. They are regarded as seasoned foster parents who have been put to various challenges but have withstood different ordeals and triumphed as leaders. All these snags of being foster parents made them stronger and strengthened their resolve to be the best they can be for the foster children in their care. Elena and Eugenia have both demonstrated their compassion and dedication to their roles and responsibilities as foster parents.

Parenting is indeed a grueling endeavor more so challenging to take care of a child not related by blood. No matter how daunting the situation is, the experience is profound and heartwarming. Opening the doors of their home to the needy children is, for Elena and Eugenia likened to opening their hearts as well. They see children as pure and innocent individuals who yearn for love, affection, and nurturance from a family. The Best Foster Parent Award is a testimonial of their kind-heartedness, benevolence, and empathy. Nevertheless, the genuine reward for these foster mothers is to see their foster children grow and develop into individuals with potential and with a permanent family they can truly call their own.



A Seed that God Planted

by: Mrs. Irish Kay De Villa



As a married couple for over 8 years, waiting and believing has been the central theme of our marriage and our hope to have our children. We thought that we already got the hang of it until we decided to adopt.

What a great seed that God has planted in our hearts. Adoption is a noble and faith-lifting moment we had. We thank God for opening the door of our hearts and reminding us that it is not about us having a family but giving a child a family of his/her own.

It was November 23, 2021, when we received a Viber message saying that we got matched. We were out of words and just replied, "Wow! Thank You, Lord!" That summed up all the feelings we had in our adoption journey. When we laid our intention to go through the process, we knew how long it would take us to be paired with a child with our age preference, we knew it would be hard but not impossible. It is only faith that dared us and kept us going.

This journey helped us realize even more that through every rejection, there is another layer of faith being built. Choosing to lose hope every time we were not selected for matching conferences is easy, choosing to get discouraged whenever we counted the days that passed without seeing any progress is easy, but we chose to do what is the hardest yet the best response; to be confident that God is moving and doing something that we cannot imagine. Those moments that God would remind us of how this desire started, and how He will fulfill, motivate us and bring our faith to the next level.

When we got matched, we knew that we were in the will of God. We had peace and joy that it is already her, that she is the one we have been praying and waiting for even though we have not seen her yet. Three days later, she was presented to us. We were nervous, at the same time thrilled because we had finally gotten to have a glimpse of her. Indeed, it is her. The baby that we can call our own. It was really a surreal moment knowing that in the next few days, we will bring her home.

Imagining that we will be celebrating Christmas with her made us excited. It is supposed to be Jesus who should have received a gift because He is celebrating His birthday in the next few days, but we are humbled that we were the ones who received the most precious gift we ever asked for. Even if she did not arrive on either of our birthdays, we were glad she came just at the right time.

Our friends and family were also busy preparing for her arrival. They held a surprise baby shower and drive-thru visits to bring their gifts for her. Our preparation has never been that easy because of the people who were very mindful of our next season.

On December 20, a day before our Wedding Anniversary, she was entrusted to us. What a buzzer-beater! We became parents on our 8th Wedding Anniversary.

When we brought her home, we thought that it would be very challenging for her to reciprocate our love because she was not that familiar with us, but we were very surprised. On our first morning, she was smiling when she woke up. She did not give us a hard time feeding her, taking her bath, and playing with her. It seemed like she really felt at home.

Our first times with her are really overwhelming. Hearing her first laugh, first scream, first time saying Tatay and Nanay, first pool experience, first-party with us, she made them more remarkable.

Akianna Victoria felt more comfortable being with her Tatay in the first few weeks but now she is closer to her Nanay, that she cries every time her Nanay is out of her sight. Since everything is new to us and to our child, the grace of God to bring our relationship deeper is really evident. Every day, we get to encounter new challenges as parents and hard adjustments as individuals, but we were getting better.

Every day, we get to adapt to the routine she's used to and add new activities that we can enjoy together. The best part is our 'kulitan' before going to bed. It is really fulfilling when we hear her laugh.

Many people say that she is a happy and friendly kid. She is a mood-setter. When she is with other kids, she is the one who initiates play. She is goofy and wants to make everybody happy. She is growing fast, sweet, and very curious about many things.

Akianna is a great blessing to us and to our family. She is truly a gift to all.

Our prayer is that she will be able to meet more friends and enjoy her childhood even though we are in the pandemic season. That she will always feel loved and appreciated. And she will always be healthy, joyful, and well.

PURSUING INCLUSION TOGETHER

PARTNERSHIP FOR INCLUSIVE DEVELOPMENT

NORFIL Foundation collaborates mainly on a grass-roots level with diverse local partner organizations' such as: non-governmental organizations, faith-based organizations, community-based organizations and Parents Organizations.

As a **Strategic Partner Organization** in the Philippines of Liliane Fonds, enabling the Partnership for Inclusive Development program to serve and uphold disability and child's rights across the country through developing, implementing, and advocating interventions that empower children and youth with disabilities by addressing their needs in the domains of health, education, livelihood, and social development.

2,464 children and youth with disabilities

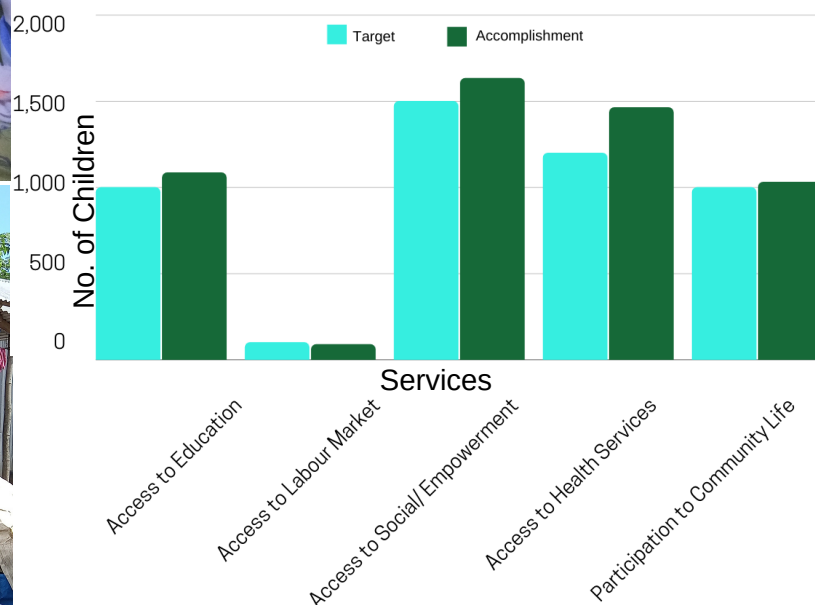
served

P25,118,500.00

funding support to local partner organizations (LPOs)



SUPPORT TO THE ACTIVITIES OF LPOs



ENHANCING ACCESS TO REHABILITATION SERVICES THROUGH PEOPLE-CENTERED APP-BASED SCREENING AND TELEREHABILITATION (TELEREHABILITATION PROJECT)

- Finalized the logo and the name of the Mobile Application: **AKTIBU** (Angat Ka BaTa! Serbisyong Inklusyon para sa kasaganaan ng BUhay)
- Joint Telerehabilitation Practice Guide** drafted



EMPOWERING CHILDREN, YOUTH AND ADULTS WITH DOWN SYNDROME AND THEIR FAMILIES (DOWN SYNDROME PROJECT)

- Training Needs Assessment (TNA)** of siblings of persons with down syndrome completed
- Content for Flashcards for the Down Syndrome Chapter of the Rehapp finalized
- Result of the **Survey on the Access to Information & Learning of Families of Individuals with Down Syndrome** presented during the Research Forum hosted by the Sub-Committee on Children with Disabilities of the Council for the Welfare of Children and in the World Down Syndrome Congress
- Series of webinars on understanding and managing down syndrome conducted
- Fun Day for children and families held



SEXUAL & REPRODUCTIVE HEALTH RIGHTS (SRHR) PROJECT



Roll- out of Value Clarification Workshops for 15 LPOs completed with a total of 38 participants



Research tool for the “Baseline & Inventory: Overview of SRHR among Youth with Disabilities in the Philippines” approved by the Ethics Committee of the University of the East Ramon Magsaysay Memorial Medical Center, preliminary result of the research is available



LIVELIHOOD



24 Deaf passed the TESDA NCII Assessment Exam on Bread and Pastry Production



Five students from Bohol Deaf Academy (BDA) admitted at Honu and Kahiki Café and at Kinabuhi Farm for the on-the-job training



Ten children and youth with disabilities from ASP Laguna self- employed and engaged in bag painting



Ten mothers from LCP engaged in selling rugs



Ten recipients of capital assistance from CBR IBA through a cooperative are continuing with their livelihood projects



14 families of individuals with down syndrome provided with capital assistance



The Family's Belief for Rehabilitation

John Brix and John Dave are brothers with cerebral palsy residing in Isla Basao. Isla Basao is a community where most of the people living are from the Tribe of Basao Upper Kalinga. This community has strong beliefs systems such as seeing children with disabilities to be affected or related to the work of the evil. The parents of John Brix and John Dave are torn between their cultural belief and provision of medication for their kids.

The family heard about services of Lin-Awa and tried bringing them for rehabilitation. CBR workers oriented the parents and their family about the home management program. Lin-Awa also gave an orientation to the community about disability. With continues trainings and lecture, they became aware on the importance of home management program and have shown their support to the family. Since the community has been aware about disability, the family of John Brix and John Dave are now allowing them to play with other children. Sometimes, their neighbors even help them in taking care of the children.



Enable Communities for Inclusion

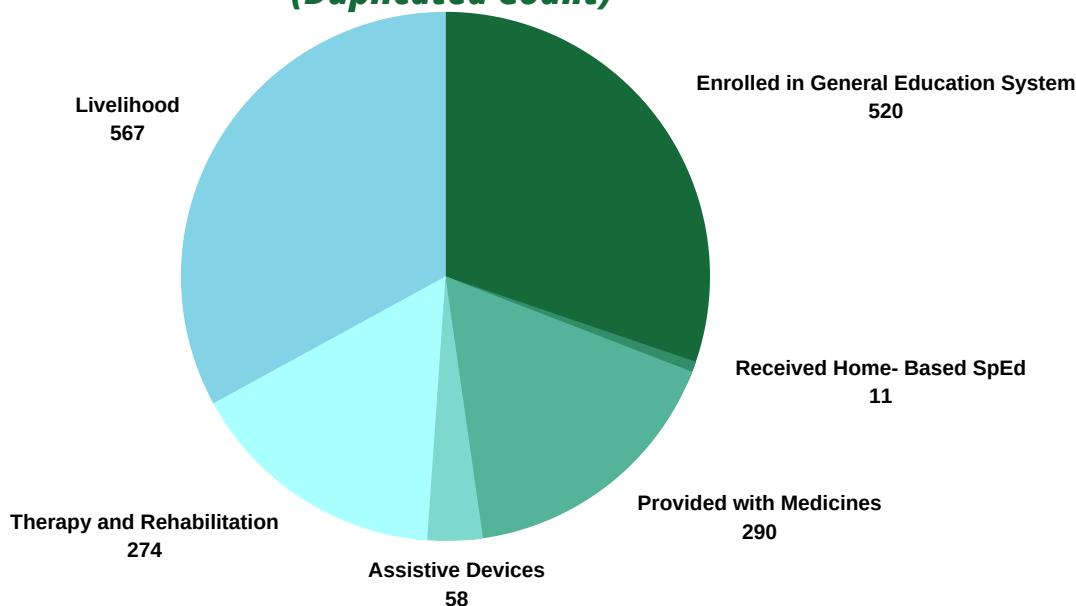
NORFIL ECFI in partnership with Local Government Units strive for equal opportunities and inclusion of children and youth with disabilities. The program pursues this by helping these children and youth as well as their families access appropriate, affordable, and efficient services. These include services for their health, education, social protection, livelihood, empowerment, safety, and well-being. Strengthening of Organizations of Persons with Disabilities (OPDs) is also a priority. The program is supported by Australian Aid and CBM Global.



1, 454 children with disabilities served



SERVICES PROVIDED (Duplicated Count)





-  **15** LGUs in N. Samar and Ilocos Sur partnered with NORFIL through a MoA to implement the ECFI program for five years.
-  **11** national laws promoting the rights of children with disabilities localized
-  **3** accessible model toilets constructed in 3 central schools in Cebu with cost sharing with the LGUs and the schools
-  **31** groups are actively conducting CoMSCA sessions in Ilocos Sur and Cebu with **652 members** and a total share of **P1,650,237.00**.
- 2, 584** AKAPIN members from Batangas, Oriental Mindoro, Bulacan, Cebu and Ilocos Sur
-  allocated **P1,675,000.00** for unconditional cash transfer for **335** families whose houses and livelihood were destroyed by typhoon Odette
-  received award as Most Outstanding Social Welfare and Development Agency Private Category in Region I.

DEVELOPMENT OF PERSONS WITH DISABILITIES WITH ASSISTANCE BY THE LGUs IN THE NORFIL PHASED- OUT AREAS

3,964

PERSONS WITH DISABILITIES

provided with appropriate services in the areas of health, education, livelihood, protection, social and empowerment.

126

FAMILIES

involved in LGU planning and budget hearings

18

LOCAL GOVERNMENT UNITS

facilitated the creation of Organizations of Persons with Disability and supported AKAPIN in their provinces.

90

PARENT TRAINERS

developed and mobilized by LGUs in phase- out areas and some in the newly opened ECFI projects

A Brighter View **by: Leah**

I am Leah, a student of NORFIL Foundation. I was 16 then when I had my first seizure attack, it took me months to reach a diagnosis of epilepsy. I've seen many neurologists, paramedics, and medical professionals in my journey, and have had lots of medical equipment strapped up to me. There were quite a few different tests, including the usual tests that you have when you have neurological incidents, like MRIs and CT scans. I've also had heart tests, ECGs, and I even spent a week in hospital for continuous monitoring.

They put an EEG – the one with little electrodes that they stick all over my scalp and monitored me on a video camera. Over the week, they made me slowly go without sleep. One day I had to have two hours less sleep and the next day it was a little bit more, and then there was one night I had to go a full 24 hours without sleep. They were trying to bring on a seizure: they wanted to get a really good idea of what happened in my brain during a seizure.

I kept seeing a neurologist every few months and playing with the many medications that are out there.

While we were finding the right medications, I had to cut back on a lot of activities, like swimming. That was really difficult for me; it meant I was less independent than I could be.

It was really hard for me, it made me depressed and worst it led me to self-harm because in my school, I was bullied, they called me names such as “patulon”. I remember the night when I attempted to commit suicide when I knew how much my medicine cost because I don't want to be a burden to my family.

Earlier this year NORFIL invited me to attend a training about “Peer Counseling” at first, I was hesitant to attend the training since I'm not exposed to people with disability, because I, myself, still can't accept the fact that I belong to the persons with disability. But still I decided to go. I participated in different workshops during the training. On that day I met youth with different kinds of disabilities and eventually they became my friends. There's this one workshop that made a lot of changes in my life. It's called “River of Life”. I used that opportunity to share my experience and my life struggle. I also used that workshop to express my thoughts about suicide but in private to a NORFIL staff. On that day NORFIL called my attention and talked to me in private and they advised me to ask for professional help and that they will help me.



I grabbed the opportunity when they told me that time about it because I was still sad and had anxieties. I don't want to die but I also don't want to live like this. When they knew about my story, they instantly recommended a therapist for me, so I was and still really thankful. During my therapy days, it made me scared, what if I'm not going to heal? What if things get worse? But luckily, I am becoming better from my illness and my mental health.

That training made me realize that I am not different. That I am also a human just like the others. I may have an impairment but that doesn't give other people the right to judge me. Because in the eyes of our Creator, we are all equal. I am much better now than I was before. I attended the session with my therapist, and I became better, my relationship with my family is improving because the Social Worker of NORFIL conducted counseling for my parents and they were able to provide training to my parents that was also a big help to them. Aside from the help that I received; they also aid with my medicine.

To the NORFIL Foundation, there is no way I will be able to express my gratitude to you for the swift and selfless way in which you came to my aid. Thank you for brightening my view when all I could see was darkness. You cannot imagine how much strength your support has given me during those difficult times, for helping me to accept my impairment and to embrace it. Accepting my impairment was the first step to a more empowered Aleah.

You made me realize and you gave me hope that I could still do a lot of things and be successful someday. I will share all those lessons I have learned from NORFIL to other people and encourage them to still go on and to not give up. I will forever remember you for it.



NORFIL Training and Research Center

NORFIL Training and Research Center continued to pursue enhancing pertinent competencies of social welfare workers, development leaders, and other practitioners through webinars, online one-on-one mentoring, and information dissemination through other communication channels (i.e. text messaging and emails).

72 NORFIL staff trained on Child Protection, PsychoSocial Interventions and Managing Mental Health and Stress in the Context of COVID- 19

260 participants attended the following training:

- Supported Independent Living Program (SILP)
- SILP Enhancement
- Child Protection Policy
- Child- Abused Prevention and Case Management



26,774 children in the communities and child caring agencies served by the trainees

Training Courses

- 4 enhanced
- 4 developed and implemented
- 4 implemented with CPD units

On Child Protection Policy participants were:

- formulating and enhancing their child protection policy.
- drafting their Code of Conduct.
- acknowledged that this will mitigate/prevent abuse, and if such will happen, they will know what to do.

On Supported Independent Living Program participants:

- applied their inputs and gained more clarity on the preparation for Supervised Independent Living Program and the Actual SILP as they are discharged from the Residential Home
- increased understanding on the integration of SILP to the case management process.
- underscored the need of participation of children in the identification of their skills to implement plans and interventions.

On Child Abuse Prevention and Case Management

- identified preventive measures of abuse and committed to improve practice
- recognized needs of children especially those causing developmental delays
- acknowledged that behavior management cannot be abusive
- learned ways to encourage disclosure of abuse



A Social Worker's Perseverance

by: Ma. Teresa Parker

Cyril Ramos is with the LGU of Kabankalan, Negros Occidental. She has attended several capacity building sessions/trainings conducted by NORFIL. She acknowledged NORFIL's contribution to her promotion. She is now the assistant to the CSWDO. She has established a good track record of responding to client's needs that she got the support of the Mayor. She was able to conceptualize and implement initiatives that were backed and funded by the City.

A very dedicated social worker/supervisor, she applies learnings from our training, immediately replicating it to stakeholders, day care workers, teachers, community volunteers, etc. She used our references and materials and have reached hundreds of community stakeholders.



When the lockdown was implemented due to COVID 19, Cyril was one of the frontliners/supervisors for the provision of Social Amelioration Program (SAP) in their area. During this time, they were also addressing the local challenges, issues and/or problems brought about by the pandemic. She said it was alarming since there really was an increase in rape and abuse cases. These were reported to them, somehow there is a possibility that those that she trained in child abuse prevention is among them. It was a frustration for them because they cannot do face to face to address the issue but they did their best like tapping a radio program to raise awareness and prevent or mitigate, particularly mothers or wives were not aware that abuse took place in their homes, and abusers were the fathers, relatives, grandparents. They also facilitated filing of cases and counselling for survivors. They referred those that had signs of trauma to the psycho trauma clinic and the city paid for their tests, medications and counseling.

There were many other challenges on child welfare. They encountered many difficult cases but they have successfully managed and facilitated reunification; resolved abuse caused by identity crises, acceptance of parents and resolving issues accepting the gender preference and learning not to be abusive; a minor involved in armed conflict, handling fire arms, but ultimately discharged to a cousin with the consent of the parents.

These were some examples of child protection and intervention during COVID and there were many other programs that they have conceptualized/institutionalized to able to help mitigate/ prevent abuse. The trained social worker/ supervisor was able to propose a program called REACH which is a service or program to children in geographically isolated location and this was providing the services that matched the 4Ps program. They allocated the budget and was integrated to regular social service provision of the CSWDO or DSWD of Kabankalan.

The training on Child Abuse Prevention and Case Management and Child Protection Policy and all others that were inputted to Cyril have been used in decision- making and critical thinking. She has identified that the strength- based case management that we used was a major basis for her in her decision- making where she does not get bugged down by the problem but she finds solution by the strengths of the client, family and the community.

Another big accomplishment was she was able to write their Child Protection Policy and had this approved for their center. She has used our training and her inputs and ensured that minimum standards were met. While there were other contributing factors to her success, these are also considered fruits of NORFIL's training and capacity building, a harvest/ outcome of our program.

ADVOCATING FOR THE RIGHTS OF THE CHILDREN

Social Marketing Unit

NORFIL Social Marketing Unit (SMU) is tasked to enhance the branding and image of the organization, lead in advocating for the rights of children, resource mobilization and ensure that plans are implemented as planned.

Communications:



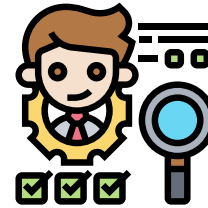
315, 627 Facebook page reached, and **12,052** followers posted messages supporting the **mission, vision, and advocacies** of NORFIL Foundation



Recordings of 8 webinars on the following topics uploaded in the NORFIL Youtube Channel:

- Physical therapy and Rehabilitation of Pediatric Disabilities
- Pediatric Exercises
- Prosthetics and Orthosis for children with disabilities
- Vaccines and Disability
- Protecting Children with Disabilities

Monitoring, Evaluation and Learning

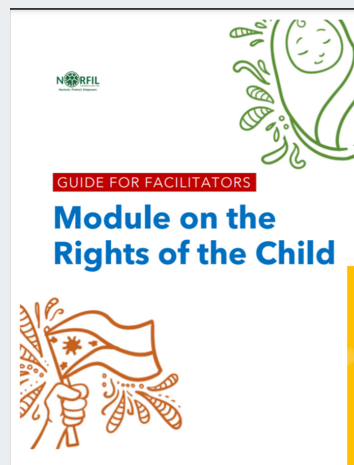
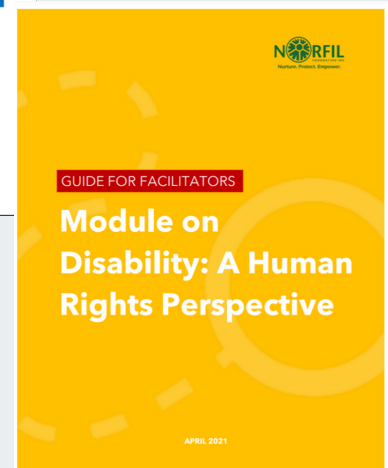


- Created NORFIL account in KOBO for data gathering and research purposes
- Developed a **centralized repository of data** for monitoring and evaluation endeavors
- Formulated **indicator tracking system** of NORFIL

Advocacy:

- Supported **36** Weekly INKLUNASYON episodes which garnered over **110,000 views**
- Conducted **11** webinars on disability and human rights
- Collaboration with other advocacy groups for the issuance of the Department of Education Order **44 on Policy Guidelines for the Provision of Educational Programs and Services for Learners with Disabilities in the K to 12 Basic Education Program**
- Advocated for the issuance of a resolution by NCDA for the formulation of a **Strategic Plan on the Education of Learners with Disabilities**
- Actively lobbied for the passage of RA 11650: Instituting a Policy of Inclusion and Services for Learners with Disabilities in Support of Inclusive Education Act together with other advocacy groups

2 Learning Packages Produced



ENSURING THE CONTINUITY OF THE MISSION

Admin and Finance



Creation of **governance instrument**



Enhancement of the **Succession Plan**



Generated Php 80,131,278 funds for executing projects and programs



Timely submission of reports to donors



Maintained sound management of financial resources to ensure **accountability, transparency and sustainability**

PROFESSIONAL DEVELOPMENT



Redesigned the Organizational Structure



Developed and maintained an **89%** retention rate of talents of a high performing and inclusive workforce.



Hired **17** qualified /skilled staff for certain roles mostly for the new projects



Northern Samar



Main Office, Quezon City



Ilocos Sur



Cebu

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VISION

A lead organization in upholding the rights of children who are neglected, abandoned, and with disabilities

MISSION



To ensure that children enjoy their rights through family-focused and community-based programs

STRATEGIC DRIVERS



NURTURE & PROTECT

To provide quality care and protection for children



EMPOWERMENT

To equip children, families, and communities with knowledge, relevant skills, and positive attitude to realize their rights



INCLUSION

To ensure that children have access to opportunities and services that uphold their rights



INNOVATION & SUSTAINABILITY

To continue to innovate programs and systems so that NORFIL remains relevant and sustainable

Thank you to our Major Donors!



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