

ANNUAL REPORT

Published by the **NORFIL Foundation, Inc.**
Social Marketing Unit (SMU)
#16 Mother Ignacia Avenue, corner Roces Ave.,
Barangay Paligsahan, Quezon City 1103
Metro Manila, Philippines

Contact: **norfilfoundationinc@norfil.org**

Telephone: **(02) 8372 - 3577 up to 79**

Mobile: **(+63) 919 534 0296**

Website: **www.norfil.org**

Suggested Citation: *NORFIL Foundation, Inc.'s 2025 Annual Report*, Quezon City, Philippines, May 2026

About the Cover

Cristal was born in **2020** in Northern Samar, Philippines, during the uncertainty of a global pandemic. Her mother, **Melody**, discovered she was pregnant shortly after unknowingly receiving a COVID-19 vaccine, and the experience left her with heavy worry and guilt. When Cristal was born with **clubfoot**, Melody's fears intensified; she blamed herself and worried about what kind of life her child would face.

What emerges in this story is not tragedy, but a mother's refusal to give up on her child's dignity. Melody's deepest wish has always been simple and fierce: that **Cristal would never be bullied or made to feel less for being different**. She has seen cruel stares and heard harsh comments, but she continues to fight for her daughter's right to be treated with respect.

Cristal's story reminds us that **inclusion begins long before policies or programs**. It begins with how families endure, how communities choose to respond, and how support systems help transform fear into strength.



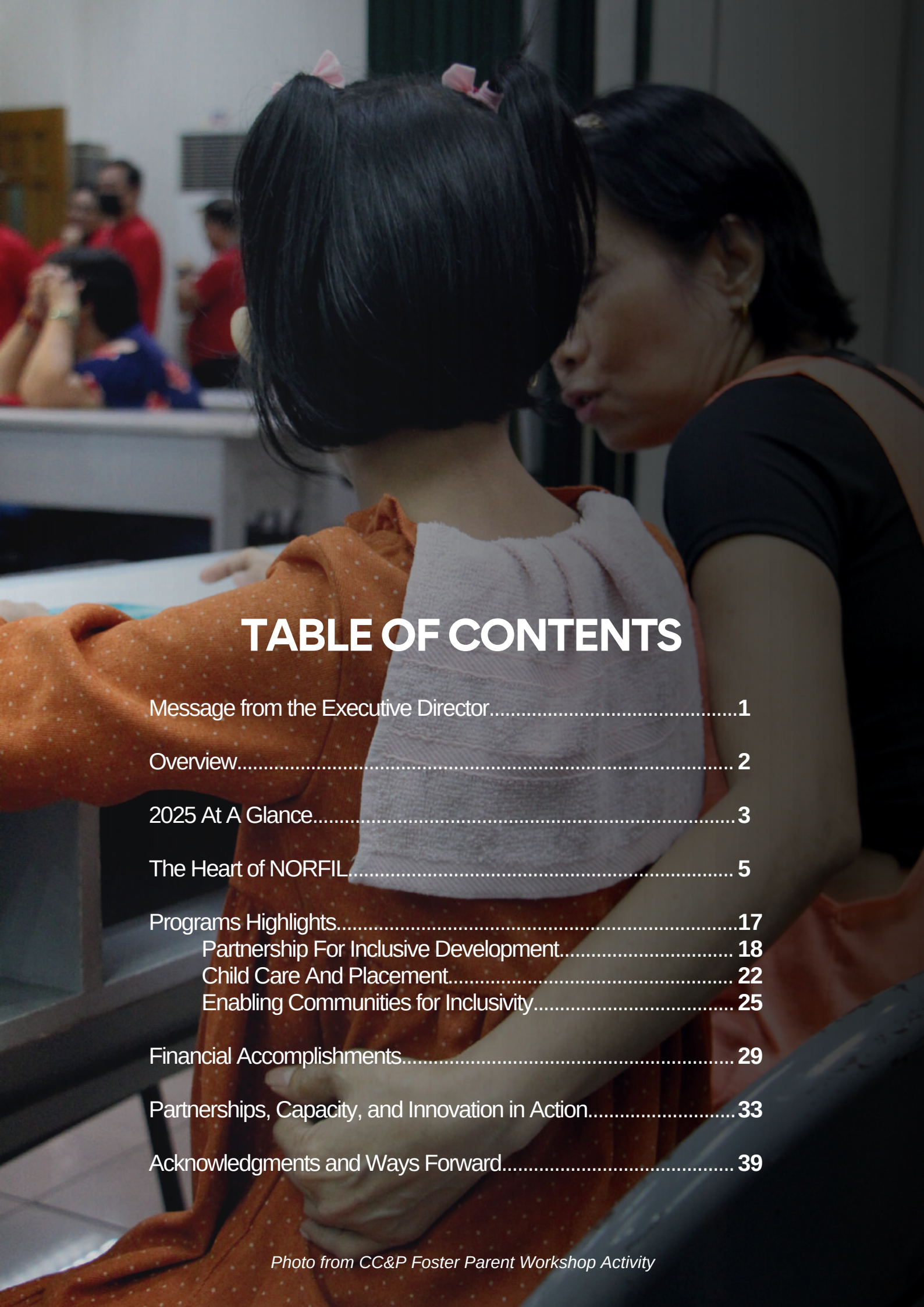


TABLE OF CONTENTS

Message from the Executive Director.....	1
Overview.....	2
2025 At A Glance.....	3
The Heart of NORFIL.....	5
Programs Highlights.....	17
Partnership For Inclusive Development.....	18
Child Care And Placement.....	22
Enabling Communities for Inclusivity.....	25
Financial Accomplishments.....	29
Partnerships, Capacity, and Innovation in Action.....	33
Acknowledgments and Ways Forward.....	39

MESSAGE FROM THE EXECUTIVE DIRECTOR

In 2025, NORFIL continued to strengthen its work in ensuring that children, especially those who are neglected, abandoned, or have disabilities, grow up in safe, supportive, and family-centered environments.

Across our programs, we saw concrete changes. More children were placed in nurturing family care through foster care and adoption. Communities became better equipped to support children with disabilities through inclusive, community-based interventions. Local government units strengthened their capacity to deliver child protection and rehabilitation services, allowing impact to extend beyond direct beneficiaries and into local systems.

These outcomes reflect the strength of NORFIL and our approach. By working with families, communities, and local institutions, our programs can create sustainable, scalable change. Rather than providing short-term solutions, we invest in systems that continue to support children long after direct interventions have ended.

At the same time, 2025 also highlighted that the demand for services continues to grow while resources remain limited. Many communities still face gaps in access to inclusive services, and expanding our reach requires stronger and more sustained partnerships.

In response, NORFIL is strengthening its internal systems, expanding partnerships with government and development actors, and enhancing its capacity to deliver programs more efficiently and at scale. We are also taking more deliberate steps to diversify our resource base to ensure the continuity and the growth of our work.

As we move forward, our focus remains clear: to ensure that every child we serve is allowed to grow in a safe and nurturing environment. We invite partners, institutions, and individuals to work with us in sustaining and expanding this mission. With continued support, we can build on what has been achieved and reach even more children and communities in the years ahead.

MA. TERESA R. NUQUI
Executive Director
NORFIL Foundation, Inc.





ABOUT



VISION

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

MISSION

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

GOALS

NURTURE AND PROTECTION – 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 AND SUSTAINABILITY – To continue to innovate programs and systems so that NORFIL remains relevant and sustainable.



2025 AT A GLANCE

NORFIL'S KEY ACCOMPLISHMENTS THANKS TO YOUR SUPPORT



PARTNERSHIP FOR INCLUSIVE DEVELOPMENT

2,454

Children and youth with disabilities reached through community-based rehabilitation and inclusive development programs

1,166

Children supported to access inclusive education programs

17

Local partner organizations delivering community-based rehabilitation services nationwide

186

Local Government Units engaged in implementing disability-inclusive policies and programs

CHILD CARE AND PLACEMENT

51

Children supported toward permanent family-based care through adoption, reunification, or independent living

20

Children identified for transition to permanent family care through adoption or family reunification

24

Prospective foster families assessed and prepared to provide safe, nurturing care

16

Children issued with Certification Declaring a Child Legally Available for Adoption (CDCLAA)

33

Children assessed and prepared for permanency pathways such as adoption, reunification, or independent living arrangements

ENABLING COMMUNITIES FOR INCLUSION

5,381

Persons with disabilities supported to access government programs and essential services

1,057

Children and youth with disabilities supported to access education services

426

Barangays with active and utilized budget allocations for disability-inclusive programs and services

6,617

Barangay Officials and local stakeholders trained on rights and participation mechanisms, and mobilized to implement disability-inclusive programs



THE HEART OF NORFIL

Beyond programs and numbers are the people whose lives these efforts are meant to serve. The following stories offer a glimpse into the experiences of children, families, and communities who have journeyed alongside NORFIL this past year. Through their voices and experiences, we see how small steps of support, inclusion, and care can create meaningful change in everyday lives.

CHILDREN AND YOUTH

ZACH: MOBILITY, INDEPENDENCE, AND JOY

“

*I am happy that I can go to school, **see, and experience things.** ”*

Zach, 11

Zach is **11 years old**—bright, friendly, and full of determination. He lives with **spastic diplegic cerebral palsy**, which causes stiffness and tightness in his legs and makes walking and balance difficult.

He also has equinus deformity, which forces his feet downward, like walking on tiptoes. These are not small challenges, especially for a child who wants to move freely, join friends, and participate in school.

With support from NORFIL, Liliane Fonds, and Walk and Work Foundation, Inc., Zach received a customized leg brace (knee-ankle-foot orthosis).

The difference was not only physical. Mobility support changed his access to school, play, and

daily routines. He can now walk to school more confidently, participate in class, and spend time with friends without being held back by pain or fear of falling.

At home, Zach is a dependable *kuya*, helping with small chores, feeding and playing with his younger brother, and assisting at their family's mini eatery.

He also continues to navigate challenges like bullying, but with growing confidence. Zach put it simply, in a way that captures what inclusion can feel like in a child's life: ***"I am happy that I can go to school, see and experience things, and buy food at the canteen. Now that I can move better, I can make many friends, play, and walk with them in many places."***

PJ: DETERMINATION THAT REFUSES TO SHRINK

PJ is a **youth with a disability** living in **Tondo**, Manila, who recently graduated from high school and is determined to continue his studies.

Like many young people, he balances personal goals with family realities; working hard, seeking part-time jobs, and contributing to daily expenses while still trying to plan for a better future.

PJ is also active in NORFIL's initiatives and has served as a youth facilitator during events that promote an inclusive society for children and youth with disabilities.

PJ's journey was supported through partnerships that responded to concrete needs. NORFIL recognized the importance of mobility in widening access to education and participation, and with the support of Community Physiotherapy & Rehabilitation Facilitators – Community Based Rehabilitation (CPREF-CBR),

PJ
Tondo, Manila

and the contribution of the Latter-day Saints through East Ramon Magsaysay Memorial Medical Center Inc. (UERMMMC),

PJ received a wheelchair that supports his independence. His story reflects a broader message behind the work: people are not placed here only for themselves, but for each other; and when communities choose to support youth like PJ, opportunities become more possible to pursue and sustain.

FAMILIES & CAREGIVERS

JOVY AND MARIAH CLAIRE: BUILDING HOPE THROUGH EVERYDAY PROGRESS

Jovy, a **single mother** from **Caibiran, Biliran**, faced fear and uncertainty when her daughter Mariah Claire was born with microcephaly. The early years were exhausting, physically, emotionally, and financially, and like many parents of children with disabilities, Jovy carried questions that had no easy answers.

“We are not put on this earth for ourselves, but are placed here **for each other.**”

Her journey shifted when she was introduced to NORFIL through the Municipal Persons with Disability Affairs Office (PDAO). Support came in practical forms that mattered: home-based physical therapy that guided daily care routines, provision of a wheelchair to support mobility and safety, and capacity-building activities that helped Jovy develop confidence in how to support her child and navigate services.

Progress did not come as a dramatic transformation, but through meaningful milestones. Over time, Mariah Claire reached a moment that once felt impossible. She can now sit with moderate support.

Jovy described what that support meant beyond services:

“ NORFIL gave us **hope, love, and the confidence to keep going.** ”

Her story reflects something annual reports often miss: Impact is not only about outcomes; it is also about helping families remain steady enough to continue.



Jovy & Mariah Claire
Caibiran, Biliran

DAISY AND YRONNE: FROM DOUBT TO ADVOCACY

Daisy, a mother from Ilocos Sur, once carried deep uncertainty about her son Yronne's future. Yronne lives with a **physical disability and seizures**, conditions that can make everyday life unpredictable and emotionally draining for families. For Daisy, the early years came with doubt, worry, and the question many parents ask quietly: *What kind of future will my child have?*

“ If you have a voice, you can **speak up.** ”

Daisy's turning point came when she joined NORFIL's ECFI program. Initially hesitant, her perspective changed after her first training on Understanding Disability and Parents' Role in Child Development. She realized disability doesn't negate possibility, and parents have power.

With newfound confidence, Daisy became more active, attending trainings, supporting parents, and serving as a Barangay Parent Coordinator and Municipal Parent Core Group member.



Daisy & Yronne
Ilocos Sur

She now encourages other parents to claim their voice and role in shaping services for their children. As Daisy puts it, If you have a voice, you can speak up.

SHERWIN & GERARDINE: CREATING A PERMANENT, LOVING FAMILY

Sherwin and Gerardine Te believe family is built through love, commitment, and care. Inspired by friends and guided by prayer and reflection, they embraced adoption as both their path to parenthood and their calling.

They began the adoption process in February 2020 during the COVID-19 pandemic, facing delays, complex paperwork, system changes, and limited support. Despite these challenges, they remained determined to give a child a permanent and loving home.

In 2022, they welcomed their son, Sean, then two years old. As first-time parents, they adjusted to new routines while balancing work, focusing on trust, attachment, and consistent care. Adoption shifted their priorities, centering their lives on Sean's growth and well-being.

Now six years old, Sean is thriving in Grade 1 through Homeschool Global. He enjoys mathematics, Mandarin, robotics, karting, and fencing, and is being raised with values of resilience and growth.

In March 2026, Sean's adoption was officially finalized, followed by the issuance of his PSA birth certificate in April 2026. For the Te family, adoption is more than a legal process, it is the creation of a loving, stable, and lasting family.

“ Adoption is more than
a legal process;
**it is the creation of a loving,
stable, and lasting family.** ”

*Sean won the National
Karting Championship*



MR. AND MRS. ATON: A JOURNEY FROM ABANDONMENT TO BELONGING

The Aton family has been a licensed foster family of NORFIL Cebu since December 18, 2019. They were able to foster a total of six foster children. Among these children, 3 were reunified with their birth families and relatives, while 3 were adopted locally. They were all loved and cared for by their forever families.

They learned about fostering after Lydia attended a Foster Care Forum and Orientation on Online Sexual Exploitation on April 4-5, 2019. She shared the idea of fostering with her family, who were also amenable to it. Lydia and Mario wanted to care for unrelated child/ren since Lydia is often alone at home while her children are in school and her husband is at work during the day. Also, her youngest child wants a companion and playmate(s) at home.

The Aton family describes their fostering experience as a great accomplishment in their lives because they were able to care for children in need of a foster family. They loved and treated them like their own biological children.

As the foster mother states, “*sa akong unom ka tuig isip foster mother, makaingon gyud ko nga dako kaayo ang ilang natampo sa among kinabuhi. Dili lang kami ang nakahatag ug gugma kanila, kun dili sila usab ang nakahatag ug kalipay, inspirasyon ug daghang panalangin sa among pamilya. Tinuod gyud nga ang pag foster dili lang pag-atiman sa usa ka bata, kun dili usa ka makapatandog ug makausab sa kinabuhi nga kasinatian*” (“**During my six years as a foster mother, I can say that they have contributed so much in our lives. It was not only we who gave them love; they also brought joy, inspiration, and countless blessings to our family. Indeed, fostering is not just about caring for a child—it is a deeply moving and life-changing experience.**”)

Despite their longing for their former foster children, they always pray for them. They know that their forever families would love them unconditionally, and that is what matters to them.

“ *It was not only we who gave them love; they also brought joy, inspiration, and countless blessings to our family. **Indeed, fostering is not just about caring for a child—it is a deeply moving and life-changing experience.*** ”



PATHS TO RECOVERY

ROLANDO: REBUILDING LIFE AFTER STROKE

Rolando, a tricycle driver from Puerto Princesa, Palawan, experienced a stroke in March 2024 that changed everything in an instant.

The left side of his body became paralyzed. For someone whose livelihood depends on physical mobility, the loss was not only medical; it threatened his ability to provide for his wife, Jodelyn, and their two sons.

With the support of BAHATALA, one of NORFIL's Local Partner Organizations under the Partnership for Inclusive Development (PFID) Program, funded by Liliane Fonds, Rolando began his rehabilitation journey.

Progress required discipline and creativity: regular physiotherapy paired with home-based exercises that fit their reality, including lifting bottles filled with sand as improvised weights.

Less than a year later, Rolando could walk again on his own and regained use of his left arm and hand. His goal is clear: to return to driving his tricycle and provide for his family once more. Rolando credits the support system that helped him access rehabilitation.

“Without BAHATALA's support, I would not be able to walk and use my left arm and hand.”

His story is a clear example of how rehabilitation access, family support, and community-based systems can turn recovery from a distant hope into a real possibility.

ERIC: A CHILD'S RIGHT TO MOVE FREELY

Eric is seven years old and grew up in a coastal town in Northern Samar with clubfoot.

Walking was difficult; while other children ran and played, he often needed to be carried. His mother, Glenda, worried deeply, but treatment felt out of reach due to limited income, distance from specialists, and cultural beliefs that created barriers that were difficult to cross.



Rolando
Puerto Princesa,
Palawan



Eric, 7
Northern Samar

Through the partnership of NORFIL Foundation, Inc., MiracleFeet, and the Philippine NGO Council on Population, Health and Welfare (PNGOC), Eric's access to treatment changed. MiracleFeet and PNGOC provided free clubfoot casting sessions, removing the cost barrier. NORFIL and the Local Government Unit of San Roque supported the family with transportation and accommodation allowances, and counseling support. These were the practical assistance that made the journey to services possible.

Today, Eric walks confidently, attends school, and dreams boldly of wanting to become a soldier or a police officer. His story reminds us that disability-related challenges become far heavier when services are inaccessible. When support systems are present, children can move, play, study, and dream the way every child deserves.



LOCAL LEADERS DRIVING SYSTEMS CHANGE

MS. MORILLO: BUILDING CHANGE FROM WITHIN

In **Northern Samar**, **Ms. Morillo** turned her lived experience into public service.

Born with a difficulty in hearing, she understands the exhaustion of trying to keep up in spaces that often forget to listen.



Ms. Morillo
Northern Samar

In 2021, through NORFIL's partnership with the Local Government Unit, she became the focal person for persons with disabilities.

At the start, she had no budget and no office, but had a commitment to make sure disability concerns reached the center of local governance.

She began by doing what systems change often requires: gathering data, documenting needs, advocating for services, and pushing for recognition.

Her persistence contributed to a major milestone in 2024 during the creation of the

Persons with Disability Affairs Office (PDAO), where she now serves as Disability Affairs Officer II. Ms. Morillo explains why her role matters in a way that captures the difference between representation and real inclusion:

*“As a person with a disability myself, I’m not just advocating from the outside, I’m **building change from within.**”*

Her story demonstrates what happens when persons with disabilities are not only served, but trusted to lead.

MRS. PALMA: MAKING A SCHOOL CHOOSE INCLUSION



Mrs. **Palma**, the **School Head of Alilem Central School in Ilocos Sur**, brings both professional insight and personal understanding to her role. As an education leader—and a **mother of a child with Down Syndrome**—she is deeply familiar with the barriers that families

or children with disabilities face, as well as the possibilities that open up when schools choose to include rather than exclude.

Through NORFIL's ECFI Program, in partnership with the LGU of Alilem, Mrs. Palma and her teaching staff participated in targeted training on Inclusive Education and Inclusive Classroom Management for Learners with Disabilities. These sessions provided practical strategies that teachers could apply in real classroom settings, from adapting lesson delivery to managing diverse learning needs with confidence.

The results have been both immediate and sustained. Where hesitation once shaped decisions, there is now a growing sense of readiness and shared responsibility. Alilem Central School currently accommodates 10 learners with disabilities, with additional children

already identified and preparing for enrollment.

This shift is visible across the school community. Teachers now exchange strategies and support one another in addressing classroom challenges. Parents, who were once uncertain, have become more open and engaged in their children's education. The broader community has also begun to respond, recognizing that education is a shared responsibility.

What began as a training intervention has evolved into a change in mindset and practice. At Alilem Central School, inclusion is no longer a question of capacity—it is a commitment.

“

*When **leaders** believe in **inclusion**,
change becomes possible.*

”

CHRISTINE: SHAPING A FUTURE OF INCLUSION

Under the leadership of Christine Gioia Torres, Head of the Persons with Disability Affairs Office (PDAO), Ilocos Sur has undergone a profound transformation in inclusivity.

Historically isolated and facing severe resource gaps, the community found a turning point through a milestone partnership between the provincial government and the NORFIL Foundation. Together, they established the PDAO as a centralized hub, successfully transitioning the province from temporary relief efforts to a sustainable, community-based model of empowerment. This collaboration streamlined coordination between local government units and the provincial government, ensuring systematic documentation and the strategic distribution of assistive devices, therapy, and rehabilitation

services across even the most rural municipalities. While NORFIL's direct involvement has concluded, these vital networks and care systems are now permanently embedded and funded within the provincial budget, sparking a cultural shift that repositions persons with disabilities as integral, capable members of society.

To ensure these institutional gains are legally protected, Christine successfully lobbied for landmark ordinances that enshrine rights into local law. Key legislative milestones include the Educational Financial Assistance Program, which provides critical financial aid to Elementary, SPED, and Secondary learners so no student is left behind due to hardship. Economic independence is further driven by the Designated Stall Allocations



ordinance, which mandates reserved, cost-free spaces for products produced by persons with disabilities at all provincial trade fairs and markets, providing both income and public visibility. Additionally, the Free Access to Cultural and Tourist Sites ordinance removes financial barriers to leisure and community integration by granting free entry to all public tourist spots and museums across Ilocos Sur.

Ultimately, this collaboration has restored dignity, visibility, and a powerful voice to the community. Backed by institutionalized policies and a robust, budget-secured support network, the sector moves forward, no longer defined by limitations but fully empowered to shape the province's progress.

“

*Don't be afraid to dream big, **claim your space**, and show the world **what you can do**.*

”



Christine
Ilocos Sur

MS. RAQUEL & MS. LAILANY: BREAKING BARRIERS IN GAMAY, NORTHERN SAMAR

In the coastal municipality of Gamay, Northern Samar, persons with disabilities once lived in the shadows of community life, facing limited access to services and representation. This reality changed significantly when the Local Government Unit (LGU), barangay officials, and the NORFIL Foundation partnered to build a community-driven framework for inclusion.

The initiative began at the grassroots level by organizing active persons with disabilities associations across all 26 barangays. These associations now ensure that members can access livelihood programs, secure Disability IDs, and directly participate in local consultations.

“

***Accessibility is a right,
not a privilege.***

”

“Accessibility is a right, not a privilege,” emphasizes **Sangguniang Bayan Chairperson Raquel Capoquian**, who is currently pushing for local ordinances to mandate accessibility for all in both public facilities and private establishments.

Ms. Raquel
Northern Samar



Municipal Social Welfare and Development Officer Lailany B. Nicerio-Abenales credits NORFIL's holistic, community-based approach for a massive shift in local mindsets. Attendance at National Disability Rights Week events has grown from fewer than 50 participants to over 200 active parents, volunteers, and self-advocates.

The story of one-year-old Jio Madeja from Barangay Bato best highlights NORFIL's impact. Born with a cleft palate and clubfoot, Jio's parents initially kept him isolated due to financial and emotional distress. But after the surgeries and support from NORFIL, through the partnership with the local government unit, they now take him everywhere with pride.

"It changed not just Jio's life, but the parents' hearts," Barangay Bato's Captain Mr. Nerio Ada says.

Still, challenges remain. Budget limitations make it hard to meet the unique needs of persons with disabilities, especially those requiring continuous medical care. The current funding, drawn from the 1% share allocated jointly to persons with disabilities and senior citizens, is often not enough. Mr. Ada mentioned that if more funds become available, the disability sector will be consulted first to ensure their needs and concerns are given priority.

Municipal Social Welfare and Development Officer Lailany B. Nicerio-Abenales credits NORFIL's holistic, community-based approach for a massive shift in local mindsets. Attendance at National Disability Rights Week events has grown from fewer than 50 participants to over 200 active parents, volunteers, and self-advocates.

Ms. Lailany
Northern Samar



While funding constraints persist, as the sector currently shares a 1% budget allocation with senior citizens, local leaders are prioritizing direct consultations with persons with disabilities to make the most of available resources.

Gamay's transformation proves that physical distance is no barrier to dignity. Through collective responsibility and strong NGO-LGU partnerships, the municipality is successfully co-creating a sustainable future where everyone belongs.



PROGRAM HIGHLIGHTS

This section consolidates NORFIL's 2025 accomplishments across its core program units, highlighting key outputs, service delivery metrics, and institutional performance indicators.

PARTNERSHIP FOR INCLUSIVE DEVELOPMENT (PFID)

The Partnership for Inclusive Development (PFID) is one of NORFIL's flagship programs that strengthens a nationwide network of local organizations to deliver community-based rehabilitation and inclusive development services for children and youth with disabilities. Rather than providing services directly, PFID builds the capacity of partners, works closely with local governments, and improves systems at the community level, ensuring that children not only access health, education, and social services, but are able to participate fully and sustainably in everyday life.

In 2025, the PFID program continued to strengthen a nationwide network of 17 Local Partner Organizations, enabling sustained delivery of community-based rehabilitation and inclusive development services across Luzon, Visayas, and Mindanao. Through this decentralized and highly collaborative model, 2,454 children and youth with disabilities were reached, supported by strengthened local systems, improved partner capacity, and expanded engagement with government and community stakeholders.



PFID National Children's Month 2025 Celebration

PFID IN 2025 BY THE NUMBERS

PARTICIPANT REACH & SERVICE DELIVERY

2,454 Children and youth with disabilities reached through community-based rehabilitation and inclusive development programs

1,793 Children and youth with disabilities provided with individualized rehabilitation and care services

1,899 Children demonstrating measurable progress in rehabilitation plans

605 Children provided with early intervention services following screening

HEALTH SYSTEMS & CAPACITY

518 Health professionals trained in disability-inclusive healthcare

304 Barangay Health Workers and Child Development Workers trained on early detection and referral

262 Community health workers trained on inclusive health practices

WHAT CHANGED IN 2025

In 2025, PFID achieved measurable progress in service access, social participation, and long-term inclusion. A total of 1,899 children advanced in their individual rehabilitation plans through trained health workers and enhanced community referral pathways. To bridge geographic barriers, the Telerehabilitation Project utilized the AKTIBU Electronic Medical Record system to register 44 screenings and 54 specialized assessments and medical consultations. This digital initiative directly guided field operations, resulting in the turnover of eight wheelchairs and prosthetic/orthotic fittings for 59 patients across Romblon, Biliran, and Northern Samar.

Concurrently, the Grand Down Syndrome Project achieved 60 percent physical completion of its Developmental Care Hub in Bicol, secured its designation as a Major Priority Infrastructure by the Bicol Regional Hospital and Medical Center, and procured a mobile outreach van to expand regional health services.

Educational access also expanded, with 1,166 children entering learning programs and 1,240 demonstrating measurable academic progress. These gains were accelerated by Liliane Fonds-supported infrastructure, which established four Accessible Restrooms for All Learners (ARAL) in Northern Samar, Ilocos Sur, and Sorsogon, and a Special Needs Education (SNED) classroom in Romblon, as well as disability awareness training for school staff to align with Republic Act No. 11650. System-level advocacy led 186 Local Government Units (LGUs) to adopt 139 inclusive policy recommendations, while targeted livelihood support enabled 105 youth to achieve improved economic conditions. Youth agency was further elevated through the Body Talk 1 Project, which delivered Online

EDUCATION & INCLUSION

- 1,166** Children supported to access inclusive education programs
- 1,240** Children demonstrating measurable learning progress
- 50** Schools with improved inclusive teaching practices

SYSTEMS CHANGE & GOVERNANCE

- 186** LGUs engaged in inclusive education and disability programs
- 139** Policy recommendations adopted by LGUs and schools

ECONOMIC PARTICIPATION

- 105** Youth with disabilities reporting improved economic conditions
- 116** Youth and adults completing TESDA-certified training (NC II)
- 138** Youth supported through livelihood and skills development initiatives

PARTICIPATION AND EMPOWERMENT

- 402** Children actively participating in community and decision-making spaces
- 220** Children reporting increased control over decisions affecting their lives
- 411** Children demonstrating awareness of their rights to inclusion and protection

Sexual Abuse and Exploitation of Children (OSAEC) awareness training across six regional clusters, culminating in a youth-led rights manifesto. This project also secured a renewed partnership with the Family Planning Organization of the Philippines (FPOP) through 2027 to institutionalize disability sensitivity in reproductive healthcare, supported by robust end-line evaluations from Damiana Social Ventures. Simultaneously, the Meaningful Youth Participation (MYP) Project initiated its 2025–2028 cycle with foundational framework planning and international community-based logbook training in Bangladesh. These evaluation datasets ultimately secured the approval of two major pipeline projects for 2026: the cross-country Body Talk 2.0 initiative, backed by a 550,000-euro budget to combat gender-based violence, and the two-year ACCESS Project to drive accessibility audits and school enhancements in Biliran and Northern Samar.

Jean Ivy, 17
Bohol



WHY IT WORKED

PFID's success was driven by an intentional shift from activity-based tasks to systemic, network-based delivery, positioning LPOs as primary community anchors. NORFIL provided continuous coaching and targeted capacity building to all 17 LPOs, significantly upgrading their skills in communication and ethical storytelling, community mobilization, child safeguarding, and grant writing. These interventions improved organizational accountability, expanded independent funding opportunities, and deepened local ownership across government networks.

Operations were physically accelerated by MIVA asset provisions, which delivered a Toyota Hilux to enhance field mobility for NORFIL's Child Care program, equipped the NORFIL Training Center with advanced digital tools for hybrid learning, and provided transport and communication equipment to six LPOs to optimize grassroots outreach. Furthermore, efficiency was maximized across the entire network through unified monitoring systems and standardized data tools, which enabled accurate outcome tracking and evidence-based decision-making.

STRATEGIC GROWTH OPPORTUNITIES

Despite achieving notable programmatic milestones, the PFID network encountered persistent systemic risks and structural challenges throughout 2025 that highlight key areas for strategic growth. Access to critical rehabilitation and inclusive education services remained highly uneven across regions, largely due to deep-seated disparities in local capacity

of government units, acute shortages of trained clinical personnel in rural areas, and competing municipal budget priorities. While national mandates like the Inclusive Education Act provided strong statutory frameworks, the practical execution and enforcement of these policies varied significantly from one municipality to another.

Furthermore, intensifying macroeconomic pressures severely affected both field-level service delivery and the financial capacities of individual families. Rising inflation and the cascading costs associated with public transportation, specialized assistive devices, and long-term rehabilitation services created immense economic barriers, particularly for vulnerable households living in remote and historically underserved island communities. At the network level, visible capacity gaps among local partners in data monitoring, evaluation methodologies, and complex financial reporting systems occasionally compromised the uniformity of cross-network data, while administrative bottlenecks and delays in baseline proposal planning slowed the timely mobilization of field interventions.

HOW NORFIL RESPONDED

To systematically mitigate these vulnerabilities, preserve program integrity, and protect beneficiary resources, NORFIL executed a series of aggressive institutional counter-measures and operational reforms in 2025. A primary intervention was the deployment of an all-encompassing omnibus policy framework that standardized costing structures, localized fund-utilization rules, and synchronized reporting timelines across all 17 local partner organizations, thereby eliminating administrative inefficiencies and cementing a

culture of transparency. To counter data vulnerabilities and enhance financial accountability, NORFIL fortified its network oversight by integrating centralized electronic databases, such as the AKTIBU system, and instituting randomized beneficiary validation mechanisms that served as rigorous safeguards against data duplication, inconsistencies, and compliance risks.

Simultaneously, capacity-building tracks were accelerated, with a heavy focus on intensive workshops in organizational governance, child safeguarding, financial management, and multi-stakeholder mobilization. These customized interventions successfully enabled local partners to align with international development standards, refine their internal management architectures, and become more resilient to localized operational challenges. Looking outward, NORFIL significantly expanded its strategic diplomacy with national government agencies, spearheading high-level policy dialogues to clarify existing service delivery gaps, championing the scaling up of localized infrastructure, and laying the cooperative foundations required for sustainable institutional collaboration in the next fiscal year.

Jervy, 16
Bohol





CC&P Foster Parent Workshop Activity

CHILD CARE AND PLACEMENT (CC&P)

NORFIL's Child Care and Placement (CC&P) program ensures that children grow up in safe, stable, and nurturing family environments through foster care, adoption, reunification, and preparation for independent living.

The program works across the full continuum of care—from recruitment and assessment of families to legal processing, placement, and post-placement support—ensuring that every child is guided toward a permanent and suitable family-based solution.

WHAT CHANGED IN 2025

In 2025, CC&P strengthened both placement outcomes and the systems that support them.

A total of **51 children** were supported toward permanent care arrangements through structured case management, documentation,

and coordination with government systems.

At the same time, 33 children were prepared for adoption, reunification, or independent living, ensuring readiness for long-term placement rather than temporary care.

The program also strengthened the pipeline of foster and adoptive families, with **24 foster parent applications** assessed, **6 endorsed and licensed**, and **8 licensed foster parents** matched with children.

Legal and administrative processes also progressed, with **19 child case documents** updated and submitted and **16 children** issued CDCLAA, enabling timely matching with adoptive families.

These reflect a shift from fragmented processes toward a more coordinated, system-driven approach to permanency planning.

CC&P IN 2025 BY THE NUMBERS

PATHWAYS TO PERMANENT FAMILY CARE

51

Children supported in moving toward permanent, family-based care through adoption, reunification, or independent living pathways

33

Children assessed and prepared for long-term placement, ensuring readiness for safe and sustainable transitions

20

Children with confirmed pathways to adoption or reunification, reflecting concrete progress toward permanency

BUILDING A POOL OF SAFE AND READY FAMILIES

35

Children and families provided with psychosocial support to address trauma, strengthen relationships, and support transitions

24

Prospective foster families assessed to ensure their capacity to provide safe and nurturing home environments

6

Foster families successfully licensed after meeting national standards for child care and protection

8

Children matched with licensed foster families, enabling immediate access to family-based care

WHY IT WORKED

CC&P's effectiveness in 2025 was driven by its integrated case management and strong institutional coordination.

The program ensured that **each child's case moved systematically—from assessment to documentation to placement**—supported by 28 case conferences with RACCO, LGUs, and other stakeholders to determine appropriate permanency plans.

At the same time, **49 coordination and networking engagements** ensured continuity of care from admission to discharge and strengthened linkages with government agencies and service providers.

Families were also supported throughout the process. **35 cases** received psychosocial support, while **85 foster and adoptive parents** participated in capacity-building activities, improving caregiving outcomes and placement stability.

This combination of case rigor, system coordination, and family support enabled more effective and sustainable placements.

STRATEGIC GROWTH OPPORTUNITIES

Despite these gains, several structural challenges affected program efficiency.

A major constraint was the insufficient number of social workers, resulting in high worker-to-case ratios and limiting the program's capacity to handle increasing caseloads effectively.

High staff turnover in Luzon also created continuity gaps, with limited time for onboarding and training new personnel.

On the service delivery side, challenges in recruiting foster families—due to emotional, financial, and compliance-related barriers—limited placement options, while mismatches between child profiles and family preferences affected admission rates.

HOW NORFIL RESPONDED

NORFIL responded by strengthening both internal systems and external partnerships. To address workforce limitations, the program maximized available capacity by engaging social work interns and volunteers, while proposing the hiring of additional staff and administrative support to improve efficiency.

Case management systems were reinforced through improved documentation processes, mentoring of new staff, and the development of standardized manuals to ensure continuity and consistency.

The program also expanded its partnership ecosystem, including collaborations with medical providers, training institutions, and donor organizations to support therapy, training, and advocacy initiatives.

Community-level strategies were implemented to improve foster family recruitment, including targeted advocacy, community visits, and incentive adjustments to encourage participation.

These efforts strengthened CC&P's ability to deliver services despite resource constraints, ensuring that children continue to move toward safe and permanent family environments.

SUPPORTING FAMILIES BEYOND PLACEMENT

- 19** Prospective adoptive parents equipped through structured pre-adoption orientation and preparation
- 22** Adoptive parent applications processed and endorsed, ensuring compliance with national adoption standards
- 40** Adoptive families supported through finalization, including legal documentation and registration processes
- 85** Foster and adoptive parents engaged in capacity-building activities, improving caregiving skills and placement stability
- 49** Coordinated engagements with government agencies and partners to ensure continuity of care from admission to placement



ENABLING COMMUNITIES FOR INCLUSION (ECFI)

NORFIL's Enabling Communities for Inclusion (ECFI) program strengthens local systems to ensure that children and persons with disabilities can access services, participate in community life, and live with dignity.

Through partnerships with LGUs, schools, families, and community stakeholders, ECFI builds inclusive systems at the barangay and municipal levels—ensuring that services are not only available, but accessible, sustained, and locally driven.

WHAT CHANGED IN 2025

In 2025, a total of 11,444 individuals were served by the program through capacity building and community-based services.

At the same time, 426 barangays allocated and utilized budgets for disability-inclusive programs, with 22 LGUs increasing their budget allocations by 5-7%, signaling stronger

ownership and investment.

Access to education and rehabilitation also improved, with **1,057 children and youth** with disabilities supported in accessing education services.

Beyond service delivery, communities themselves became more inclusive. Parents were developed as leaders, peer counselors, and trainers, strengthening community-based support systems and ensuring sustainability beyond direct program intervention.

WHY IT WORKED

ECFI's results were driven by its focus on local ownership and systems strengthening.

Rather than delivering services directly, the program worked through LGUs and communities—ensuring that disability inclusion is embedded within existing structures such

as education systems, health services, and local governance.

Capacity-building efforts were scaled across multiple levels, including 1,300 barangay officials trained on disability inclusion, strengthening frontline implementation of policies and services.

At the same time, partnerships with institutions such as the Department of Education and the Biliran Province State University strengthened the delivery of inclusive education, while community volunteers and parent leaders acted as multipliers within their local contexts.

This model enabled impact to extend beyond direct beneficiaries—creating sustained, system-level change.

STRATEGIC GROWTH OPPORTUNITIES

Despite these gains, several challenges affected program implementation.

Variations in LGU capacity and resource allocation created inconsistencies in service delivery across areas. While some LGUs demonstrated strong ownership, others required continued technical support to fully implement inclusive programs.

There were also gaps in referral systems and service coordination, limiting seamless access to services for persons with disabilities in certain areas.

At the community level, sustained engagement required continuous capacity-building, particularly among parents and local stakeholders, to ensure long-term program continuity.

ECFI IN 2025 BY THE NUMBERS

ACCESS TO SERVICES

5,381

Persons with disabilities supported to access government programs and essential services—improving utilization of existing public systems

LOCAL GOVERNMENT INVESTMENT

426

Barangays with allocated and utilized budgets for disability-inclusive programs

22

Local Government Units that increased budget allocation by 5–7% for persons with disabilities



Disability Orientation Training for Barangay Officials

EDUCATION AND REHABILITATION

1,057

Children and youth with disabilities supported to access education services

2,620

Children and youth who achieved their rehabilitation goals through community-based interventions

2,640

Members of OPDs trained to advocate for their rights and meaningful participation in the community

EMERGENCY RESPONSE

238

Families supported with emergency assistance following Typhoon Opong

SYSTEMS STRENGTHENING

1,300

Barangay officials and local functionaries trained on disability inclusion, laws, and policies

295

Teaching and non-teaching personnel trained in inclusive education approaches

209

Community volunteers mobilized to support inclusive programs

6

AKAPIN organizations of parents of children and youth with disabilities from 6 provinces supported to strengthen their capacity to advocate for the rights of children and youth with disabilities

11

OPDs received support and capacity-building training to strengthen their advocacy for disability rights and inclusion

13

Local policies and ordinances enacted to support disability inclusion and access to services

30

LGUs and 3 provinces where the ECFI program is formally accredited and implemented

HOW NORFIL RESPONDED

NORFIL addressed these challenges by strengthening both institutional partnerships and community systems. The program expanded LGU engagement through technical support, policy advocacy, and resource mobilization, resulting in increased budget allocation and stronger implementation of inclusive programs.

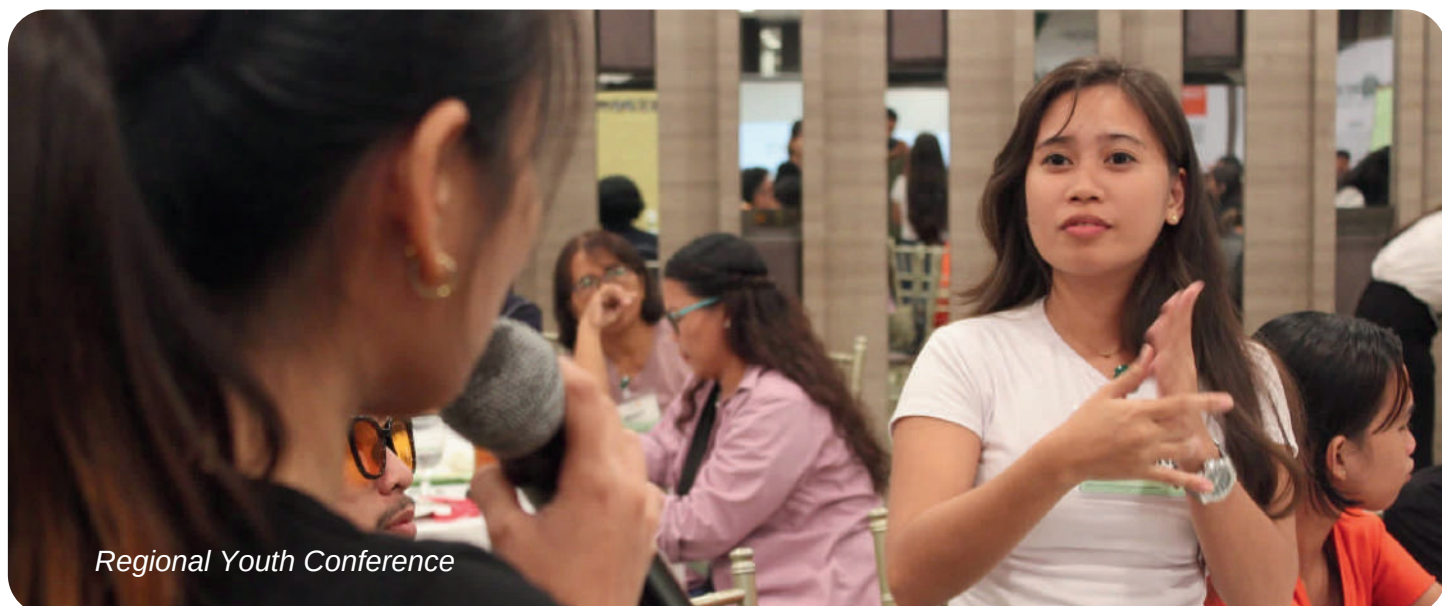
Referral pathways were established in 5 LGUs, improving coordination and access to services across sectors.

Capacity-building efforts were intensified across all levels—from barangay officials to parents and teachers—ensuring that communities are equipped to sustain inclusive practices.

At the same time, NORFIL strengthened its presence across regions, achieving accreditation in 30 LGUs and 3 provinces, reinforcing its role as a key partner in advancing disability inclusion at scale.



Regional Youth Conference





FINANCIAL ACCOMPLISHMENTS

NORFIL's financial performance in 2025 reflects strong fund utilization, disciplined spending, and consistent compliance, supported by stable donor partnerships and effective program implementation.



RESOURCE MOBILIZATION PERFORMANCE

1.1. DONOR RETENTION AND EXTERNAL FUNDING

NORFIL maintained full retention of its core international partners, indicating sustained trust in both program delivery and financial management. The organization achieved a 37% increase in support and revenue compared to 2024. This suggests deepening engagement and expanded commitments from existing partners.

1.2. FUNDRAISING PERFORMANCE

Fundraising activities were delivered as planned, demonstrating the organization's ability to mobilize campaigns and partnerships. The fundraising activities conducted included the YAMAN Project, DPCI Partnership, LDS Giving Machine, and Direct Mail. However, it is also important to note that more than the amount raised through fundraising activities, another win is the collected pledges from foreign donors.

1.3. INTERNALLY GENERATED RESOURCES

Internally generated income exceeded the target, providing a consistent and predictable source of funds. The income from rentals, catering services, and investment interest played a critical stabilizing role in NORFIL's financial model.



FINANCIAL MANAGEMENT AND REPORTING

2.1. FINANCIAL REPORTING COMPLIANCE

Financial reporting performance in 2025 reflects a high level of operational discipline. The timely submission of nearly all reports, combined with the absence of revisions, indicates that financial processes are both reliable and well-established. Overall, NORFIL demonstrates strong reporting integrity and accountability to both donors and regulators.

2.2. COMPLIANCE WITH GOVERNMENT STANDARDS

With administrative expenses at 9.86%, NORFIL operates well below the prescribed 30% ceiling, reflecting a cost structure that prioritizes program delivery over overhead.

COMPLIANCE AND ACCOUNTABILITY

NORFIL maintained full compliance with regulatory and institutional requirements:

BIR COMPLIANCE

- Filing of Annual and Quarterly Income Tax Returns
- Submission of Alphalist and Form 2316
- VAT registration update
- Monthly tax remittances
- Renewal of the Tax Exemption Certificate with the BIR
- Submission of Audited Financial Statements

SEC COMPLIANCE

- General Information Sheet
- Amendments to Articles of Incorporation and By-Laws
- Submission of Audited Financial Statements
- Filed with SEC the Supplementary Schedules for Non-Stock, Non-Profit Organizations

OTHER COMPLIANCE

- Renewal of business permits and accreditations (38 LGUs)
- Registration of 9 vehicles (LTO)
- Awarded a 5-year Certificate of Accreditation by the Philippine Council for NGO Certification
- Remittances to SSS, PhilHealth, Pag-IBIG
- Renewal of DSWD Solicitation Permit





PARTNERSHIPS, CAPACITY, AND INNOVATION IN ACTION

The following section highlights selected initiatives and milestones from 2025. While not exhaustive, these represent some of the most significant efforts undertaken by NORFIL across its programs. Together, they reflect how partnerships were strengthened, capacities were built, and innovations were implemented to deliver meaningful impact on the ground.

LAYING THE GROUNDWORK

NORFIL opened 2025 by reinforcing its core role as both a service provider and systems enabler, beginning with initiatives that centered on child protection, disability rights, and inclusive participation.

In January, NORFIL convened the Conference of Children and Youth with Disabilities in Manila, bringing together 30 young participants in a safe, youth-led space.

Through discussions on child protection, sexual and reproductive health and rights (SRHR), and online safety, participants developed a collective Manifesto—a concrete advocacy output intended to influence local government and partner programs. This set the tone for the year: children not only as beneficiaries, but as active contributors to systems change.

At the same time, NORFIL continued strengthening family-based care systems through Pre-Adoption Fora, guiding prospective parents through responsible and informed adoption processes—ensuring that placements are not only successful, but sustainable.

By February, NORFIL was already working at the systems level. Through collaboration with the Department of Health Task Force on Community-Based Rehabilitation, the organization supported orientation workshops on national guidelines for disability identification and categorization. These efforts contributed to building a more standardized and reliable national framework for disability services.

Simultaneously, under the ECFI Program, NORFIL convened 30 partner LGUs across Biliran, Leyte, Northern Samar, and Ilocos Sur for a conference on disability-inclusive governance. This was not a routine meeting—it served as a platform for alignment, knowledge exchange, and strengthening accountability mechanisms across local governments.

March marked a major milestone in inclusive healthcare innovation. In partnership with Bicol Regional Hospital and Medical Center (BRHMC), NORFIL led the groundbreaking of the Philippines' first Down Syndrome Hub—a long-term investment in specialized, integrated services for children with Down syndrome and their families.

Conference of Children & Youth with Disabilities





Groundbreaking of the Down Syndrome Hub

EXPANDING CAPACITY & COMMUNITY LEADERSHIP

In partnership with Bicol Regional Hospital and Medical Center (BRHMC), NORFIL led the groundbreaking of the Philippines' first Down Syndrome Hub—a long-term investment in specialized, integrated services for children with Down syndrome and their families.

Alongside this, NORFIL continued implementing its AKTIBU project, conducting medical consultations, screenings, and rehabilitation assessments in Biliran and Negros Oriental. These activities were supported by a growing digital ecosystem, including a mobile application and electronic medical record system—demonstrating how NORFIL integrates technology into service delivery to expand reach.

Building on early momentum, NORFIL's efforts in the second quarter focused on deepening capacity across individuals, organizations, and communities.

In April, NORFIL facilitated multiple capacity-building initiatives for children, youth, and community leaders. This included Children's Conferences in Bicol and Palawan, where participants strengthened their understanding of rights, protection, and advocacy—while continuing to produce outputs that inform policy and programming.

At the same time, the organization invested in leadership development among persons with disabilities, conducting Training of Trainers sessions on disability laws, policies, and facilitation skills. These efforts ensured that advocacy is not externally driven, but led by communities themselves.

NORFIL also strengthened family and caregiver capacity through trainings such as the Family-Led Home Program, equipping parents and volunteers with practical strategies to support children with disabilities in home environments. This reflects a key approach of the organization: interventions are not confined to institutions, but embedded in everyday life.



AKTIBU Medical Screening and Telerehab



Conference of NORFIL ECFI Partner LGUs

In May, NORFIL supported the 5th AKAPIN Convention, bringing together parent-led organizations from across the country to align advocacy agendas and push for the implementation of inclusive education policies. This was complemented by trainings on inclusive savings and credit systems (ComBISCA)—linking inclusion with economic empowerment.

June highlighted NORFIL's continued investment in institutional partnerships and workforce development. A Memorandum of Agreement with Biliran Province State University formalized the rollout of the ARAL Project, which includes accessible infrastructure, inclusive learning materials, and educator training.

At the national level, NORFIL's leadership was further recognized through its appointment to the NCDA Board, strengthening its role in shaping disability policy and ensuring that grassroots realities inform national decision-making.

SCALING PARTNERSHIPS AND SERVICE DELIVERY

By mid-year, NORFIL's work shifted toward scaling implementation and strengthening partner systems. Through the PFID Program, NORFIL conducted monitoring, mentoring, and coaching visits across multiple local partner organizations nationwide, providing targeted technical support in program delivery, communications, and organizational development. These engagements ensured that partners are not only implementing activities, but are equipped to sustain and improve them independently.



Trainers' Training for Community Volunteers & Parents



5th AKAPIN Convention

At the same time, NORFIL continued to expand community-based rehabilitation services through the AKTIBU project. Activities included screening, casting, and fitting for prosthetic and orthotic devices, as well as the use of digital tools to support early identification and referral. In parallel, NORFIL strengthened capacity in financial management and resource mobilization among partners through trainings on grant writing, budgeting, and accountability systems—addressing a critical gap in long-term sustainability.

The organization also continued to create platforms for participation and visibility. Events such as the SigLakas Sports Festival and regional youth conferences brought together children and youth with disabilities from multiple LGUs—highlighting their abilities, strengthening peer networks, and reinforcing their role in community life.

By September, NORFIL’s partnership model had become increasingly evident: working across LGUs, NGOs, communities, and families, with each level reinforcing the other.

and legal issues related to the protection and welfare of children.

In the same year, as Chairperson of the ABSNet Central Cluster-NCR, NORFIL has also provided leadership in strengthening collaboration among 139 accredited Social Welfare and Development Agencies (SWDAs) across Quezon City, Caloocan City, and Valenzuela City.

A key accomplishment was the successful conduct of the virtual capability-building activity, “KKK: Kalinga para sa mga Ka-SWDA,” which gathered participants from 114 SWDAs.

At the community level, initiatives such as the K3 Camp, Regional Youth Conferences, and AKAPIN assemblies continued to strengthen leadership, participation, and advocacy among children, youth, and families.

Innovation remained central to program implementation. Through collaborations with partners and LGUs, NORFIL advanced telerehabilitation systems, the provision of assistive devices, and inclusive education initiatives, ensuring that services are both accessible and responsive to community needs.

DEEPENING ADVOCACY AND EXTERNAL ENGAGEMENT

In 2025, NORFIL entered into a cooperation agreement with the General Secretariat of the International Social Service (ISS), of which it has been a member since 2024, to collaborate on inter-country casework addressing social, psychosocial, administrative,

MOA Signing with BiPSU



The organization continued to prioritize volunteer and community engagement, convening summits and assemblies that recognized the contributions of frontline workers and reinforced their role in delivering services, such as its participation in the Philippine Disability Expo 2025.

At the institutional level, NORFIL invested in staff development and organizational strengthening by conducting multiple training sessions on disability inclusion, program development, and emerging tools, such as AI, in development work.

The year concluded with activities that reflected both achievement and continuity—from national advocacy engagements such as National Children's Month to fundraising initiatives like the Light the World Giving Machine, which connected donors directly to the needs of children and families.

A YEAR OF INTEGRATED ACTION

Across 2025, NORFIL's work reflected a clear, consistent, and deeply integrated approach to advancing disability inclusion and community-based development. Throughout the year, the organization strengthened partnerships at multiple levels, from local government units



and community-based organizations to national networks and international platforms, recognizing that lasting change requires collaboration across sectors and stakeholders.

At the same time, NORFIL continued to build capacity across children, families, communities, and institutions. Through trainings, assemblies, leadership activities, and technical support, the organization helped strengthen the knowledge, skills, and confidence of those directly involved in promoting the rights, participation, and well-being of children and youth with disabilities.

These efforts also contributed to more responsive systems and stronger local ownership of programs and initiatives.





ACKNOWLEDGMENTS AND WAYS FORWARD

NORFIL's work in 2025 was made possible through the continued trust, partnership, and shared commitment of many individuals and institutions.

ACKNOWLEDGMENTS

To our partners—the Australian Government through the Australian NGO Cooperation Program, CBM Global, Liliane Fonds, MIVA, and Paul Foundation—we extend our sincere appreciation for your sustained support. Your investment has enabled not only the continuation of programs, but the strengthening of systems that allow children, families, and communities to access opportunities that were previously out of reach.

To national government agencies, local government units, and community-based partners, your collaboration has been central to advancing inclusive development at the local level. The progress achieved this year reflects what is possible when policies, programs, and communities are aligned toward a common goal.

To our partner organizations, volunteers, and community workers, your work on the ground continues to translate plans into real change. Your consistency, often in the face of limited resources and complex realities, is what sustains the impact of every initiative.

To the children, families, and communities we serve, thank you for your trust and for allowing NORFIL to be part of your journeys. Your experiences, insights, and resilience continue to shape and strengthen the organization's work.

Finally, to the NORFIL team and Board of Trustees, whose dedication drives both program delivery and organizational growth, this year's work reflects your commitment to service, accountability, and continuous improvement.

VOLUNTEERS & KEY CONTRIBUTORS

MEMA PANDACA: SERVICE THAT DEEPENS WITH AGE



Mema
Ilocos Sur

At 58, Mema J. Pandaca reflects a lifetime of community service. A mother of two and a Barangay Health Worker in Ilocos Sur, she has long supported families—but in 2021, through NORFIL's ECFI Program, her work expanded to include disability rights, inclusion, and the needs of children and youth with disabilities. Through training and seminars, Mema deepened her role in community inclusion.

Today, she is not only a health worker but also an active volunteer—conducting home visits, supporting awareness campaigns, and mentoring parents through the Home Management Program.

She describes her motivation simply: “With a heartfelt desire to help and serve my community, I find joy in what I do, and I am proud of it. I will continue to promote the rights of persons with disabilities, ensuring that no one is left behind.”

“ *I find **joy** in what I do,
and I **am so proud of it.*** ”

SHALLIMAR: SERVING WITH MORE TOOLS, MORE PURPOSE

For more than 15 years, Shallimar has served as a volunteer Barangay Health Worker. Her role already required patience, compassion, and consistency. But through her partnership with NORFIL’s ECFI Program, her work deepened, especially in supporting children and youth with disabilities and the families caring for them.

Through trainings, monitoring activities, home visits, and community outreach, Shallimar gained skills and understanding that strengthened the way she serves. She shares this with a sense of personal truth rather than promotion: NORFIL has become a big part of my life. The knowledge I’ve gained helps me serve more effectively and wholeheartedly. Her story reflects the value of strengthening local service providers; people who remain close to the community and often become the bridge between families and support systems.

“ ***NORFIL has become a big
part of my life. The
knowledge I’ve gained
helps me **serve more
effectively and
wholeheartedly.***** ”



Shallimar
Barangay Health Worker

STAFF, INTERNS, AND THE PEOPLE BEHIND THE MISSION

FROM INTERNSHIP TO LICENSURE: JOHN LLOYD, BRENTZEL, & ALY

NORFIL, through the ECFI Program in Ilocos Sur, proudly celebrated former interns John Lloyd Pacleb and Brentzel Kenneth Redor for passing the Licensure Examination for Social Workers.

Their achievement reflects more than academic success. It marks a transition into a profession grounded in service to individuals, families, and communities, especially those whose needs are often overlooked. As they step into professional practice, they carry forward the values strengthened through their engagement with disability-inclusive development and community work.

NORFIL also recognizes Aly, who served as a field intern at NORFIL in Quezon City. After passing the licensure examination, she is now part of NORFIL's PFID program staff, continuing her commitment to service through her professional work.

NORFIL's partnerships with academic institutions reflect a deep commitment to social responsibility, fostering future professionals who are grounded in compassion, service, and community impact.

HONORING SERVICE: LUCILLE VILLAR AND RONNEL PANCHO

As part of NORFIL's 41st Founding Anniversary, the organization recognized two individuals who have contributed significantly to its work over five meaningful years: Ms. Lucille Auco C. Villar and Mr. Ronnel B. Pancho.

Anniversaries are often measured in dates and milestones. But in organizations like NORFIL, they are also measured in people—those who consistently show up, support teams, strengthen systems, and stay committed to the mission even when the work is demanding. Lucille and Ronnel's dedication is part of what makes programs sustainable and community partnerships possible. Their years of service reflect the quiet, steady work behind visible impact.



WAYS FORWARD

The progress achieved in 2025 affirms that NORFIL's approach—working across systems, communities, and families—can deliver meaningful and sustained change. At the same time, it highlights the scale of the work that remains.

In 2026, NORFIL will focus on strengthening and expanding its efforts in key areas.

At the community level, the organization will continue to support local governments in translating inclusion policies into concrete programs, ensuring that services for children and persons with disabilities are accessible, sustained, and locally owned.

Within family-based care, efforts will focus on expanding foster care and adoption pathways, strengthening support systems for families, and ensuring that more children grow up in safe, nurturing environments.

Across programs, NORFIL will deepen its investment in partner organizations, helping

them deliver services, manage resources, and sustain impact beyond project cycles.

Internally, the organization will prioritize the completion of key system improvements, including the full implementation of its financial management systems, continued digitalization of records, and strengthening of resource mobilization functions to support long-term sustainability.

These directions reflect a shift from maintaining progress to scaling and sustaining it.

The needs remain significant, but so does the opportunity. With continued support, NORFIL will build on the foundations established in 2025—working toward a future where children grow up in families, communities are inclusive, and systems are equipped to ensure that no one is left behind.





NORFIL FOUNDATION, INC.
(A Nonstock, Nonprofit Corporation)

STATEMENTS OF ASSETS, LIABILITIES AND FUND BALANCES

		December 31	
	Note	2025	2024
ASSETS			
Current Assets			
Cash	4	P21,145,315	P6,607,946
Receivables	5	1,321,593	1,384,546
Installment receivables	6	768,372	1,133,463
Investments	7	15,488,784	14,021,627
Creditable withholding tax		118,863	61,702
Other current assets		334,606	208,225
Total Current Assets		39,177,533	23,417,509
Noncurrent Assets			
Installment receivables - net of current portion	6	6,106,869	5,996,197
Investments - net of current portion	7	53,932,956	58,084,961
Property and equipment	8	7,436,491	7,068,364
Intangible asset	9	907,721	907,721
Net retirement asset	11	319,113	310,880
Rental deposits	16	48,000	48,000
Total Noncurrent Assets		68,751,150	72,416,123
		P107,928,683	P95,833,632
LIABILITIES AND FUND BALANCES			
Current Liability			
Accounts payable and other liabilities	10	P14,444,955	P11,996,898
Noncurrent Liabilities			
Deferred tax liability	15	373,616	364,501
Total Liabilities		14,818,571	12,361,399
Fund Balances			
General fund		17,688,372	11,365,645
Restricted fund		75,421,740	72,106,588
Total Fund Balances		93,110,112	83,472,233
		P107,928,683	P95,833,632

See accompanying Notes to Financial Statements.

NORFIL FOUNDATION, INC.
(A Nonstock, Nonprofit Corporation)

STATEMENTS OF SUPPORT, REVENUE AND EXPENSES

		Years Ended December 31	
	Note	2025	2024
GENERAL FUND			
Support and Revenue			
Donations from sponsors:			
Foreign		₱106,257,240	₱73,572,613
Local		6,802,484	9,120,903
Others - net	12	6,356,487	4,491,039
		119,416,211	87,184,555
Program Expenses			
Grants	16	28,377,048	24,965,194
Project operational cost	13	24,953,817	22,491,156
Capacity building	13	18,046,543	16,147,647
Regional hospital support		13,663,723	–
Consultancy fee		3,252,167	2,417,079
Campaign, networking and advocacy		3,277,459	3,024,902
Child care and placement services		3,122,062	3,436,670
Telerehabilitation services		2,456,576	1,857,370
Diagnostic assessment/medical intervention		2,408,398	2,596,871
Depreciation	8	1,587,917	1,742,798
Diagnostic assessment		633,696	801,389
Others		77,885	810,242
		101,857,291	80,291,318
Other Expenses			
General and administrative expenses	13	11,218,659	11,970,950
Net foreign exchange gain		(67,196)	(15,378)
		11,151,463	11,955,572
Income (Loss) Before Tax		6,407,457	(5,062,335)
Income Tax Expense			
	15		
Current		75,615	–
Deferred		9,115	364,501
		84,730	364,501
EXCESS (DEFICIENCY) OF SUPPORT AND REVENUE OVER EXPENSES		₱6,322,727	(₱5,426,836)

(Forward)

		Years Ended December 31	
	Note	2025	2024
RESTRICTED FUND			
Interest income on investments	7	₱3,196,469	₱3,601,961
Unrealized gain (loss) in investment in marketable equity securities	7	118,683	(321,629)
EXCESS OF REVENUE OVER EXPENSES		₱3,315,152	₱3,280,332
EXCESS (DEFICIENCY) OF SUPPORT AND REVENUE OVER EXPENSES			
General fund		₱6,322,727	(₱5,426,836)
Restricted fund		3,315,152	3,280,332
		₱9,637,879	(₱2,146,504)

See accompanying Notes to Financial Statements.

NORFIL FOUNDATION, INC.
(A Nonstock, Nonprofit Corporation)

STATEMENTS OF CHANGES IN FUND BALANCES

		Years Ended December 31	
	Note	2025	2024
GENERAL FUND			
Balances at beginning of year		₱11,365,645	₱12,792,481
Excess (deficiency) of support and revenue over expenses		6,322,727	(5,426,836)
Transfer from restricted fund	7	6,000,000	4,000,000
Balance at end of year		23,688,372	11,365,645
RESTRICTED FUND			
Balance at beginning of year		72,106,588	72,826,256
Excess of revenue over expenses		3,315,152	3,280,332
Transfer to general fund	7	(6,000,000)	(4,000,000)
Balance at end of year		69,421,740	72,106,588
		₱93,110,112	₱83,472,233

See accompanying Notes to Financial Statements.

NORFIL FOUNDATION, INC.
(A Nonstock, Nonprofit Corporation)

STATEMENTS OF CASH FLOWS

		Years Ended December 31	
	Note	2025	2024
CASH FLOWS FROM OPERATING ACTIVITIES			
Excess (deficiency) of support and revenue over expenses		P9,722,609	(P1,782,003)
Adjustments for:			
Interest income on:			
Investments	7	(3,196,469)	(3,601,961)
Employee loans	5	(107,156)	(31,302)
Installment receivables	6	(45,581)	(29,660)
Cash in banks	4	(7,553)	(3,674)
Depreciation	8	1,728,925	1,885,946
Retirement expense (income)	11	163,767	(139,057)
Unrealized loss (gain) in investment in marketable equity securities	7	(118,683)	321,629
Gain on restructuring	6	–	(1,792,843)
Provision for doubtful accounts	13	–	1,829,408
Operating income (loss) before working fund changes		8,139,859	(3,343,517)
Decrease (increase) in:			
Receivables		62,953	1,199,444
Other current assets		(126,381)	37,058
Increase in accounts payable and other liabilities		2,448,057	2,655,629
Net cash generated from operations		10,524,488	548,614
Contribution to retirement fund	11	(172,000)	(845,256)
Income tax paid		(132,776)	(61,702)
Interest received		114,709	34,976
Net cash provided by (used in) operating activities		10,334,421	(323,368)
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from withdrawal of investments	7	6,000,000	4,000,000
Acquisitions of property and equipment	8	(2,097,052)	(367,742)
Collection of installment receivables	6	300,000	200,000
Net cash provided by investing activities		4,202,948	3,832,258
NET INCREASE IN CASH		14,537,369	3,508,890
CASH AT BEGINNING OF YEAR		6,607,946	3,099,056
CASH AT END OF THE YEAR		P21,145,315	P6,607,946

See accompanying Notes to Financial Statements.



THANKS TO OUR PARTNERS & DONORS!



ADOPSJONSFORUM



Published by the **NORFIL Foundation, Inc.**
Social Marketing Unit (SMU)
#16 Mother Ignacia Avenue, corner Roces Ave.,
Barangay Paligsahan, Quezon City 1103
Metro Manila, Philippines

Contact: norfilfoundationinc@norfil.org

Telephone: (02) 8372 - 3577 up to 79

Mobile: (+63) 919 534 0296

Website: www.norfil.org

Suggested Citation: *NORFIL Foundation, Inc.'s 2025 Annual Report*, Quezon City, Philippines, May 2026