

2024

ANNUAL REPORT





2024 Annual Report

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Message

Dear Friends,

We want to express our immense gratitude for your support and partnership throughout 2024. It has been a challenging year, but also a year with many accomplishments, which were all made possible through your trust and support.

The environment in which we work to protect and nurture children is becoming more unpredictable. We find ourselves navigating an increasingly uncertain world with escalating challenges of climate change and growing complexities of geopolitical tensions. In the Philippines, these challenges are deeply felt, affecting families, communities, and the very future we are striving to secure for our children.

The rapid technological advancements over the past years, including artificial intelligence, have brought opportunities but also introduced risks. Online abuse and exploitation of children have surged, creating new threats to their safety and well-being. Stairway strives to continue to challenge and inform ourselves to become better at using technology as a force for good, and in 2024 we really saw the fruits of working in this direction for more than a decade.

Through our e-learning and in partnership with the Department of Education, we reached over 3.2 million children nationwide with classroom-based cybersafety education, enabling them to recognize and report risks, which was verified through 17,000 disclosures. We also trained over 21,000 child protection actors, including teachers, police, social workers, and civil society representatives, equipping them to address abuse and exploitation across all environments.

Still with the aim of creating safer environments for children, we made new strategic collaborations and reinforced old ones. We partnered with Boy Scouts of the Philippines (BSP) (benefiting nearly 3 million scouts) and Real Madrid Foundation (safeguarding 46,000 children) assisting them to develop institutional Child Protection Policies. We elevated our long collaboration with the Philippine National Police Training Institute to co-develop customized child protection modules from our e-learning to be integrated in their curriculum for the benefit of all their cadets nationwide. Such level of institutionalization is close to our optimal ambition in terms of sustainable development.


Our Community Assistance Program worked in two geographically isolated indigent villages with health, food security, and livelihood projects, fostering sustainable community solutions. Child and youth participation thrived as our Environmental Awareness for Children and Youth (EACY) Program expanded to four more municipalities, enhancing youth engagement in environmental protection. We welcomed seven new children in our Family Home Program, bringing the total to 22 boys, and we launched an Independent Living and Educational Assistance (ILEA) program to support young adults transitioning to independence. All the children in our Family Home made their debut as filmmakers, creating four short films about Stairway in collaboration with three members of the Copenhagen Film Company (see links inside the report). The unique value of the interconnectedness of our four programs was recognized and rewarded as Stairway's Integrated Child's Rights and Literacy Development Program received a prestigious award from

the Department of Education as the Most Outstanding Literacy Program in the Philippines. When mentioning the accomplishments and accolade of our program people, we cannot leave out our amazing colleagues in the Admin and Finance Unit. Without their solid support in every program and activity, we simply would not reach our goals and ambitions.

As we have entered our 35th year of working for the protection and promotion of children's rights, we reflect and think with great gratitude about the many amazing people who have been instrumental in helping us bring Stairway to where we are today. The difference we have made over the years is the sum of all our efforts and contributions. Let us keep on adding up to learn more and reach further with positive change.

Thank you for being a vital part of our journey. Together, we are making a difference.

Peace and respect,


Lars Jorgensen
Executive Director



Acronyms

4Ps	Pantawid Pamilyang Pilipino Program
ACDAA	Ambang Community Development for Agriculture Association
ALS	Alternative Learning System
ATI	Agricultural Training Institute
BFSA	Baclayan Food Security Association
BHW	Barangay Health Workers
BIR	Bureau of Internal Revenue
BMS	Baclayan Mangyan School
BSP	Boy Scouts of the Philippines
BTSNN	Break the Silence National Network
CAP	Community Assistance Program
CAR	Cordillera Administrative Region
CEED	Center for Energy, Ecology, and Development
CISU	Civil Society in Development
COP	Child Online Protection
CPC	Child Protection Committee
CPD	Continuing Professional Development
CPP	Child Protection Policy
CRC	Convention on the Rights of the Child
CRPC	Climate Reality and Plastic Crisis
CSAEM	Child Sexual Abuse or Exploitation Materials
CSAEP	Child Sexual Abuse and Exploitation Prevention
CSOR	Child Sexual Offenders Registry
CSP	Cybersafe Schools Project
CSWDO	City Social Welfare and Development Office
CWC	Council for the Welfare of Children
DANIDA	Danish International Development Agency
DENR	Department of Environment and Natural Resources
DepEd	Department of Education
DOLE	Department of Labor and Employment
DSWD	Department of Social Welfare and Development
EACY	Environmental Awareness for Children and Youth
EAI	Educational Assistance Initiative
ESI	Environmental Strategies International
FHP	Family Home Program
FO	Field Office
GAD	Gender and Development
GP	Global Program
ILEA	Independent Living and Educational Assistance
IP	Indigenous People
LC-VAC	Local Council for the Protection of Women and Children
LGU	Local Government Unit
LRPO	Learner Rights and Protection Office

MAO	Municipal Agriculture Office
MCPD	Municipal Council for the Protection of Children
MIMAROPA	Mindoro, Marinduque, Romblon, Palawan (Philippine region)
MinSU	Mindoro State University
MOA	Memorandum of Agreement
MPA	Marine Protected Area
MRF	Materials Recovery Facility
NC	National Certificate
NCC OSAEC- CSAEM	National Coordination Center against Online Sexual Abuse or Exploitation of Children and Child Sexual Abuse or Exploitation Materials
NCCYP	National Committee on Children and Youth Participation
NCR	National Capital Region
NCRTC	National Capital Region Training Center
NHQ	National Headquarters
NLA	National Literacy Awards
NPRS	National Police Record System
NPTI	National Police Training Institute
NSU	National Service Unit
OHN	Oriental Herbal Nutrient
ORMT	Oriental Mindoro Resource Monitoring Team
OSAEC	Online Sexual Abuse and Exploitation of Children
PADI	Professional Association of Diving Instructors
PCNC	Philippine Council for NGO Certification
PEPT	Philippine Educational Placement Test
PGS	Participatory Guarantee System
PhilGEPS	Philippine Government Electronic Procurement System
PNP	Philippine National Police
PRC	Professional Regulation Commission
PRIW	Performance Review and Implementation Workshop
PTA	Parent-Teacher Association
RA	Republic Act
RHU	Rural Health Unit
RTC	Regional Training Center
RTD	Roundtable Discussion
SamaKaBa	Samahang Kabalikat ng bawat Bata
SAS	Sea Adventure School
SDO	Schools Division Office
SEC	Securities and Exchange Commission
SFI	Stairway Foundation, Inc.
SIDPh	Safer Internet Day Philippines
SK	Sangguniang Kabataan (Youth Council)
TESDA	Technical Education and Skills Development Authority
TFP	Teach for the Philippines
WCPC	Women and Children Protection Council
WCPD	Women and Children Protection Desk
YES-O	Youth for Environment in Schools-Organization
ZIP	Zero Illiteracy Program



Family Home Program (FHP)

Stairway is dedicated to transforming the lives of children who have experienced abuse, neglect, or exploitation. Through FHP, we provide comprehensive support, including health and psychosocial services, arts therapy, counseling, and livelihood and skills training to former street children. Last quarter, 3 children successfully reunited with their families, and currently, 22 residents are in our care. These children are primarily referred to us by government centers and non-governmental organizations.

Joining the Journey

Key accomplishments:

- The seven (7) boys attended workshops and interventions, including discussions on the children’s handbook, sessions on the Convention on the Rights of the Child (CRC) and Child Sexual Abuse and Exploitation Prevention (CSAEP), and wrap-up activities to address their experiences and emotional needs. The wrap-up activities serve as avenue for the boys to freely express their feelings and concerns. These sessions provide a safe space for them to share their thoughts, process their experiences, and build trust within the group.
- They also completed medical and dental examinations, and one child was referred to a psychiatrist, who advised a full-battery psychological assessment to address his mental health needs and provide appropriate support.
- All new residents are gradually adapting to Stairway’s plant based and pescetarian menu, which will continue to nourish them and support their improved weight and height.



This year, we admitted 7 boys into the program, following a thorough screening process that included case conferences, intake interviews with social workers, psychological assessments, and case management evaluations.



Our academic assessment revealed that 3 boys are non-readers, 3 are at the beginning level, and 1 is at the intermediate level. The assessment serves to help us design their individual learning and development plan.

Case Management

Key accomplishments:

- We helped three (3) residents resolve birth certificate concerns, including updating founding certificates and correcting falsified records.
- In coordination with referring centers, we held three (3) case conferences, conducted five (5) home visits, and helped three (3) boys reunite to their families.
- All boys continue to receive therapy sessions to help them process trauma, disclose abuse, and express their emotions. Over time, they have begun building healthier coping skills and becoming more resilient.



The Stairway boys actively participate in CRC-CSAEP sessions to strengthen their knowledge about children's rights. They also engaged in a life mapping activity that helped them reflect on key moments from their past to gain a clearer perspective on their goals and track their progress toward achieving them.

Enhancing Health & Well-Being

Our health initiatives enable residents to lead healthier, more confident lives and actively participate in daily activities. This year, we supported children in various medical interventions, resulting in positive outcomes.

Table 1: Medical interventions provided and their outcomes

Medical Interventions	Outcome(s)
Toe Reconstructive Surgery	Restored functionality of a child's toe
Pulmonary Tuberculosis Treatment	Ensured recovery of a child after completing 6 months of medication
Circumcision	Completed the procedure for 5 boys
Eye Examinations	Improved eyesight through appropriate care
Pustular Psoriasis Support	Achieved steady progress with medical care post-family reunification
Tetanus Toxoid Vaccination	Completed shots for 17 boys
Annual Check-ups	Ensured early detection of health issues through dental and physical check-ups

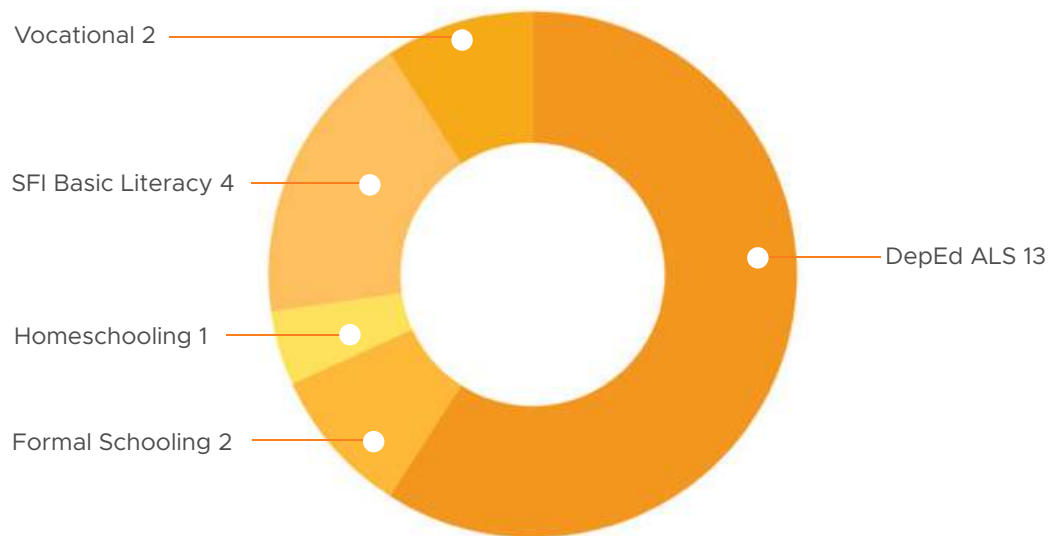
Aside from medical interventions, 15 boys are currently registered under PhilHealth, which provides health insurance to ensure access to affordable healthcare services. We will process the PhilHealth registration of the 7 newly admitted boys in 2025.

Educational Progress

Key accomplishments:

- Seventeen residents (17) achieved a 100% reading skills rate that reflects their improved literacy level for the academic year 2023-2024.
- Nine (9) Stairway boys completed their education under the Alternative Learning System (ALS) both in elementary and junior high school levels.
- We supported six (6) boys who did not pass the Philippine Educational Placement Test (PEPT) last semester by identifying and assessing their areas for improvement. The boys expressed interest in retaking the exam next year.

Graph 1: Educational Enrollment of FHP kids for S.Y. 2024-2025



Stairway boys during their graduation ceremony (S.Y. 2023-2024) joined by their house father who is also set to graduate this school year.

Holistic Development and Learning

Key accomplishments:

- Seventeen (17) boys participated in monthly sustainability, conservation, and freediving classes, where they practiced coral monitoring using Alwan methods and engaged in coral reef cleanups.



The boys' learning journey highlights their creativity, resilience, and growing independence through meaningful and transformative experiences.

- The boys developed creativity through theater, art, songwriting, and music lessons that helped them express deeply seated emotions and enabled therapeutic growth and healing.
- Ten boys (10) completed financial literacy sessions lead by Stairway's bookkeeper. They gained skills in money management and opened bank accounts to begin their path toward financial independence.
- The boys learned beekeeping and sustainability, and created organic bath soaps, shampoo bars, pasta, bread, dreamcatchers, and hand-woven bracelets.
- In April, the boys collaborated with a Danish film company and school and launched the film workshop "Does the Help Help?" The four films created by the kids, with guidance and support by the Copenhagen Film Company, will be used in a national campaign in schools in Denmark and broadcast on national television.
- The films created by our FHP boys are accessible at <https://bit.ly/FHP-Films-2024>.

Youth for Change (YFC) Initiative

Key accomplishments:

- We hosted 181 Youth for Change (YFC) camp participants during 2024. YFC camps aim to unite children and youth from diverse backgrounds to enhance their awareness and understanding of human rights while inspiring them to contribute positively to their communities. A YFC participant from The Nueva School featured our FHP kids and their stories in this short video accessible via <https://bit.ly/FHP-Feature>.

Table 2: Youth for Change (YFC) participants from local and international schools

School/ Organization	Number of Participants
Singapore American School	25
United World College, Hong Kong	22
Frydensberg School, Denmark	13
College of St. Benilde — School of Deaf Education and Applied Studies	25
MIMAROPA Youth Center	46
The Nueva School, USA	24
International School Manila	26



The Stairway boys and YFC participants came together to learn about human rights and inspire positive change.



ILEA is our pilot initiative that aims to empower young adults with essential life skills and opportunities for healthy independent living.

Independent Living and Educational Assistance (ILEA)

Over the past years, we have experienced that it is increasingly difficult to refer older teenagers to other programs for their continued education and skills development. Consequently, we decided to add a component to the Family Home Program, which is the Independent Living and Educational Assistance Initiative.

Key accomplishments:

- We launched the ILEA Initiative and produced a contractual agreement with five (5) teenagers ages 16 to 18 for their continued journey towards independence.
- In partnership with the Agricultural Training Institute (ATI), one (1) beneficiary earned a National Certificate (NC) II in Organic Agricultural Production, enabling him to pursue his dream of working at Stairway's Farm.
- Six (6) boys achieved their Masonry NC II certification from the Technical Education and Skills Development Authority (TESDA) last September.
- Our ILEA beneficiaries also engaged in the following activities:
 - Facilitated a session on child protection with indigenous children in the Baclayan community and performed their original rap song focused on promoting children's rights;
 - Attended sessions on psychological first aid, work ethics, disaster preparedness, and career orientation; and
 - Two (2) of them continue to enhance their farming skills at Stairway Organic Farm while attending weekly academic classes.



After processing his birth certificate and applying for a passport, 18-year-old JM Kenneth joined the Stairway team on a learning visit to the Ming-Yi Foundation in Taipei, Taiwan. The objective for the trip was to explore possibilities for enhanced future collaboration in child protection supported by new technologies.

One of the happiest moments of my life was finding out that I had been chosen to join a trip to Taipei. I was thrilled beyond words, as it marked my first time riding a real airplane. As a child, I used to play in an airplane-themed playground, pretending to fly to far-off places. Thanks to Stairway and MingYi Foundation for giving me this incredible opportunity. It feels like a lifetime away from the days when I used to wander in the streets. This journey has given me hope and inspired me to dream big!

- JM Kenneth, FHP Resident



Program Review and Capacity Building

Key accomplishments:

- All children and program team members participated in the annual program review and shared their suggestions for program improvement. Recommendations included enhanced therapeutic interventions, expanded life skills training and increased family participation through parenting sessions facilitated in collaboration with the children's respective City Social Welfare and Development Offices (CSWDO). The annual activity provided an opportunity for everyone, including FHP residents, to share recommendations and helped us refine our programs to better align with the children's needs.
- Our social worker, resident teacher, and house parents regularly attended trainings and conferences to enhance their knowledge and skills in line with their roles. The trainings enrich our colleagues at a personal and a professional level, providing the best possible foundation for our children's continued development, growth and well-being.



Community Assistance Program (CAP)

The Community Assistance Program is undergoing significant transitions this year. As we plan to phase out the feeding program in Baclayan after school year 2024–2025, our focus will shift towards livelihood initiatives and promoting community participation, with particular focus on children and youth.

While scaling down on the direct services provided in Baclayan for more than a decade, our farm there plays a key role as a Learning and Resource Center for people in other indigenous communities. We are expanding efforts in two very remote indigenous communities with targeted projects on food security, health, and education.

Now in its fifth year, the Local Child Protection Project has made significant strides in promoting protective environments for children within our Local Government Unit (LGU), in collaboration with the Municipal Child Protection Council (MCPC), which was recently recognized as a “highly functional” council in the province of Oriental Mindoro. Building on our learnings from Puerto Galera, we have started to reach into other municipalities requesting our assistance in safeguarding children’s rights and welfare.

These recent developments mark an exciting phase for Stairway, as we keep on learning and adapting to ensure our initiatives remain impactful and sustainable for the children and communities we serve.

Educational Assistance Initiative

Key Accomplishments:

- For the school year 2023-2024, Stairway provided financial support to 602 beneficiaries, with 94% completing the school year. 57 primary, 441 secondary and 104 college students.

- Eight students passed the Propeller Club scholarship entrance examination and six were admitted to the Fitter Machinist course for the 2024–2025 school year.
- Stairway provided school materials and t-shirts to 215 Baclayan Mangyan School (BMS) elementary students.

Table 1: EAI Beneficiaries' Educational Status for S.Y. 2024 – 2025

Educational Level	No. of beneficiaries	Delisted	Graduating
Primary	57	0	23
Secondary	430	4	89
College	60	1	28
Total	547	5	140

We provided additional financial support of PHP 1,000 each to nine beneficiaries facing challenging circumstances. Six were college students requiring additional allowances for school fees, while the remaining three were secondary students—two supported solely by maternal relatives and one by her mother, whose income was insufficient to support her and her five siblings.

- We conducted various initiatives and interventions aimed at supporting both scholars and their families, focusing on education, child protection, and community engagement. These activities provided valuable resources and support to enhance the safety, the well-being and the development of EAI beneficiaries.

Table 2: EAI Activities and Interventions

Activities	No. of attendees
Annual General Assembly	542
Indigenous People (IP) ICT and Life Skills Camp	24
CSAEP Session for Parents	172
CSAEP Session for Beneficiaries	45
Life Skills Level 1	140
Daily Lunch Meal Provision	66
Provision of School Uniform	29
Organic Gardening	184



Out of the 172 parents attending our CSAEP sessions, 38 were fathers. While mothers still made up a vast majority of attendees, this highlights an important step toward increasing the involvement of fathers in our child protection initiatives in the coming years.

Baclayan Community Development (BCD)

Economic Empowerment through Livelihood Interventions

Key Accomplishments:

- Stairway continues to support community-based livelihood programs to enhance local economic stability and self-sufficiency. The Baclayan Food Security Association (BFSA) aims to empower women to assert their rights and take a more proactive role in their homes and communities through participation in various activities.

Table 3: Livelihood Enterprises of BFSA

Livelihood Enterprises	Number of Active Members	Income Generated in 2024
Basket-weaving (Nito and buli)	15	PHP 36, 915.00
Natural soap production	8	PHP 3, 180.00
Vegetable production	6	Harvested vegetables supported our feeding program
Sewing	29	Newly-launched initiative

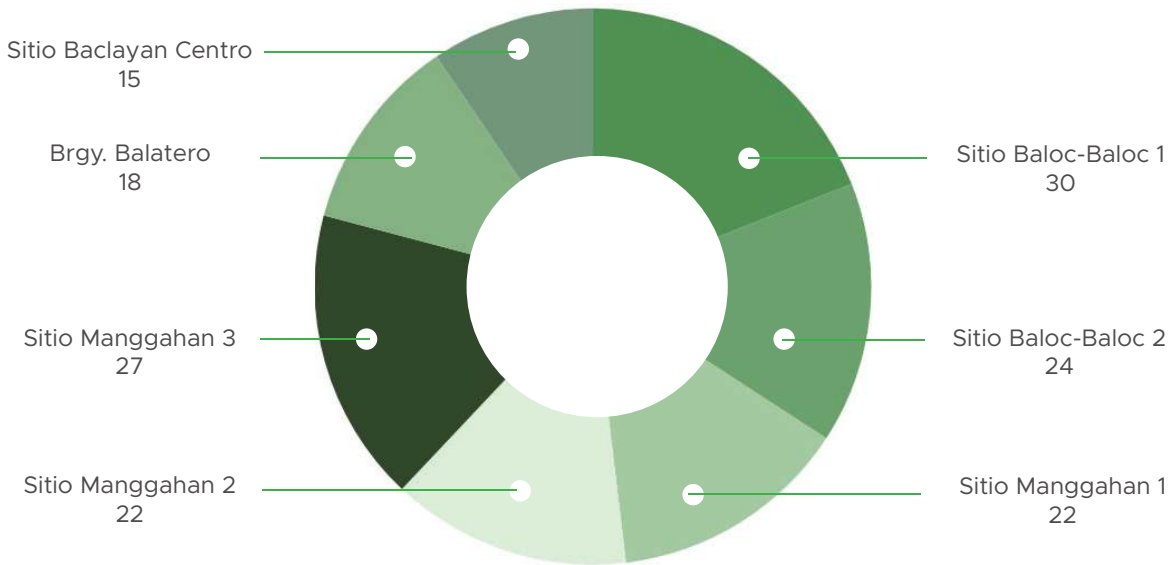
BFSA earned an additional PHP 16,0000 for serving as resource person and translator for the basket weaving session for students and teachers at Chinese International School in partnership with Asia Divers Instructors.



With the support of Metrobank Foundation, we launched Pangkabuhayan Edukasyon Proteksyon (PEP) Initiative (Livelihood, Education, and Protection), which aims to diversify family income sources by establishing sustainable livelihoods, with sewing as one of its key components.

- We engaged a total of 131 members in the Sarigan and Savings group. Two groups were organized in partnership with the municipal link of the local government’s anti-poverty program. The Sarigan Savings Group in Sitio Baclayan Centro conducted their year-end audit and recorded a total savings of PHP 101,620.

Graph 1: Sarigan Savings Group Membership Across Six Areas



Sarigan Savings has been a big help for my family. Setting aside a small amount each month and knowing I'll enjoy the rewards by December gives me a sense of accomplishment. I'm looking forward to joining again next year!

- Christopher Barcenilla, father and a member of Sarigan Savings Group

Children Participation and Empowerment Activities

Key Accomplishments:

- An average of 47 children visit the Children Health Educational Center (CHEC) for afterschool care activities, arts, and sports lessons. CHEC is utilized as a classroom for the Zero Illiteracy Program (ZIP), a non-formal education project organized by the provincial government for indigenous out-of-school youth and adults in the community. In addition, Teach for the Philippines (TFP) fellows also utilized CHEC in conducting special reading programs and extra-curricular activities.
- Almost three years since its inception, Stairway’s ICT and Learning Resource Center continues to serve children and adult learners, helping them develop foundational ICT skills and enhance their knowledge of digital safety protocols, with 62 enrollees for S.Y. 2023-2024 and 72 for S.Y. 2024-2025.

- Stairway recognizes the vital role that children and youth play in shaping their own futures, which is why we actively engage them in a wide spectrum of activities. Their active participation provides them with opportunities and platforms to voice their opinions and develop essential life skills.

Table 4: Child and Youth Participation Activities

Activity/Topic	Female	Male
Football Clinic	6	4
Livelihood and Social Protection (Financial Literacy)	25	12
Municipal Children’s Congress	7	4
IP Awareness Training (Mangyan Summit 2024)	1	1
IP Child Participation Focus Group Discussion	6	5
Leadership	2	
Local Child Protection Project Review, Reflection, and Learning Session	6	2
Children and Youth Consultation on the Draft Child Protection Policy Standard for Local Government Unit	1	-
Department of Education National Literacy Awards (NLA) Consultation	7	3
Monitoring and Evaluation Session	4	4
Strategic Planning	8	7
“What is Advocacy?” Discussion	6	2
Teatro Tamu Ani Theater Sessions	19	4



Through empowering activities, we continue to support a generation of informed and active youth, ready to contribute meaningfully to their communities.

Samahang Kabalik ng bawat Bata (SamaKaBa)

Key Accomplishments:

- SamaKaBa, an Indigenous Peoples (IP) children's association with 39 members, actively participated in conferences and training on cybersafety, environmental protection, and teenage pregnancy. Additionally, they facilitated a session on the UNCRC and offline bullying in Brgy. Balatero.
- Two members of SamaKaBa attended the IP Mangyan Summit, leading to the recommendation of the Provincial Indigenous People's Development and Advisory Council (PIPDAC) to replicate SamaKaBa in other municipalities as a federation of IP children and youth groups.
- Stairway distributed the Children Manifesto, a written output by the child participants during the National Children's Conference, to the members of PIPDAC as a testament to our advocacy about child rights.
- Two SamaKaBa members were elected to the Municipal Council for the Protection of Children (MCPC). They will sit together with the adult members of the council to discuss issues affecting IP children and youth and recommend policies for their welfare.
- Stairway joined the Council for the Welfare of Children's National Committee on Children and Youth Participation (NCCYP) and participated in a strategic planning for meaningful youth participation.
- The Teatro Tamu Ani performed for the Department of Education National Literacy Awards validators and guests. These students, who were once timid, gained the courage to speak and perform in front of a large audience.



Through workshops and community engagement, SamaKaBa members are making their voices heard on crucial issues that affect children. Their involvement in local decision-making processes underscores the importance of child participation in shaping a better future for all.

"I like to be a member of Teatro Tamu Ani and join other activities because I want to share my talent in dancing and singing. Even if I feel nervous, I am happy to do it. Through dancing, I am giving a message to other children not to be shy."

- Emily Cecille Banaag, Teatro Tamu Ani member.

"It is important for us to be aware of our rights and responsibilities as IPs. We have to show to others that children and youth can do something."

- Mcterrence Lindog, SamaKaBa member



SamaKaBa members actively engage in capacity-building activities, including training on children's rights, laws, leadership, and life skills. These efforts equip them with the knowledge and skills necessary for meaningful participation and empowerment.



School Feeding Program

Key Accomplishments:

- This year, the feeding center is primarily managed by the school and parents, with minimal support from Stairway. We provided nutritious meals to an average of 178 pupils of Baclayan Mangyan School (BMS).
- Following our initial steps in phasing out the feeding program—from five to four days last year, and three this year, student attendance has remained stable. With no significant effect on attendance, we remain on track to complete the phase-out by the end of this school year. The feeding center built in 2020 will transition into a livelihood training facility by 2025, supporting long-term community empowerment. Part of the phase out plan is to shift our attention and resources from covering the entire school population to focusing on the minority of students who remain malnourished. This targeted intervention will involve needs assessments and active family engagement, leading to an increase in both human resources and community participation.
- For S.Y. 2023–2024, thirty-six (36) malnourished students participated in a deworming program and received nutritious meals during recess. By S.Y. 2024–2025, sixteen (16) of these students achieved a normal nutritional status. The school continues to provide additional recess meals to support their nutritional needs.
- In partnership with Stairway and Barangay Health Workers (BHW), the Rural Health Unit (RHU) extended the coverage of the deworming program to 162 elementary students of Baclayan Mangyan School (BMS).
- 29 children, youth, and community members attended the Performance Review and Implementation Workshop (PRIW) of the Baclayan Transition Plan. During the workshop, they discussed challenges and issues in the feeding program, provided recommendations, and expressed a desire for improved participation in the program.



The feeding program transitions from being fully supported by Stairway to being entirely run by parents and school community.

Advancing Health and Gender Equality

Key Accomplishments:

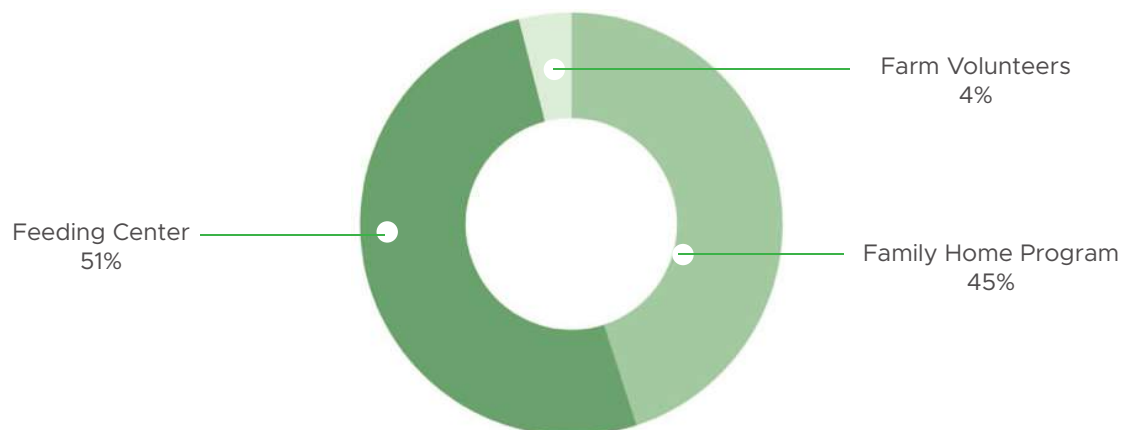
- Stairway has lobbied for changes in both local and grassroots structures on the provision of medical and health services in far-flung communities. This resulted in consistent health initiatives implemented by the RHU and BHW. They continue to provide essential medical and health services in Baclayan. These activities include:
 - Prenatal services and immunization of pregnant women and children five years old and below
 - Orientation on HPV vaccine that encouraged preteens from 9-12 years old for HPV vaccination to protect themselves from HPV infections;
 - Health awareness orientation in communicable diseases and cures; and
 - Family planning
- We organized a Gender Sensitivity and Responsive Awareness session to 115 Indigenous People (IP). These sessions addressed community-specific gender issues and discussed legal protections for women and LGBTQ+ individuals. The participants reflected on how the sessions deepened their understanding of gender and inspired meaningful shifts in perspectives.

Stairway Organic Farm

Key Accomplishments:

- Stairway Organic Farm continues to support Stairway's Family Home and feeding programs by providing fresh, organically grown produce that contributes to the well-being and nourishment of children in the community.

Graph 3: 2024 Distribution of Farm Harvest





The farm serves as a hub for community training, providing a space for community members to gain valuable skills in organic agriculture and environmental protection.



- This year, we planted a total of 829 coffee trees. This initiative is an important step in diversifying the farm’s agricultural portfolio that will create new income opportunities. Further, we planted 300 dwarf coconut trees to replace the old ones.
- A farm worker and a Stairway Family Home beneficiary under the Independent Living program successfully passed the National Certification II for Organic Agriculture, further strengthening the farm’s workforce and empowering individuals in the community.
- We engaged in a variety of activities this year to support sustainable agriculture and provide valuable skills to the community.
 - Ventured into beekeeping and strategically placed beehives to attract wild bees, with potential for future honey production.
 - Expanded our poultry production with the addition of 11 new ducks and welcomed a healthy female calf from the carabao (water buffalo) that we purchased in June.
 - Doubled the capacity of our vermicomposting facility and increased the production of organic fertilizers such as Oriental Herbal Nutrient (OHN), Calcium Phosphate (CalPhos), Fermented Plant Juice (FPJ), and Fermented Fruit Juice (FFJ)
 - Hosted a fertilizer-making and alternative feed production workshop for 31 participants
 - Hosted 11 international volunteers who brought diverse perspectives and technological insights
 - Partnered with municipal and provincial veterinary offices for poultry production, and Mina De Oro Participatory Guarantee System (PGS) for organic certification.



As part of our sustainability efforts at the farm, SolEnergy installed new solar panels and batteries, tripling our energy capacity and ensuring more efficient and eco-friendly operations.

Food Security and Health Development (Ambang and Sipit-Saburan)

Our first year of growing engagement in Ambang and Sipit Saburan has given promise of future collaboration built on mutual trust and respect. It has also been our first year to enjoy a partnership and support from Assisi Development Foundation, which is a local foundation with extensive experience working with indigenous communities.

Key Accomplishments:

- We successfully established two community gardens led by emerging community leaders. They produced a variety of vegetables for home consumption, providing fresh and nutritious food directly to families and occasionally supplying the school's feeding programs.
- Stairway provided 33 chickens each to Sipit Saburan and Ambang communities with a 9:1 hen-to-cock ratio. This initiative aims to establish a steady supply of eggs starting next year, offering a reliable source of protein for families in both communities.
- Stairway provided food assistance for the completion of the Balay Lakoy in Sitio Ambang. This communal structure now serves as a vital space for the consolidation and display of both food and non-food agricultural products in the community. A concerned citizen provided all the building materials.



Our goal in Sipit Saburan and Ambang is to not only improve the livelihood of community members but also contribute to food security through sustainable agricultural practices in the community.

- Stairway partnered with three existing associations that align with our goals to support local leadership and empower indigenous groups within the community:
 - Asosasyon ng mga Katutubo ng Ambang Puerto Galera (AKAP)
 - Ambang Community Development for Agriculture Association (ACDAA)
 - Samahan ng Katutubong Iraya Mangyan ng Sipit-Saburan (SKIMSS).

- We carried out a range of activities to support sustainable agriculture, food security and economic development. These initiatives provided resources and opportunities for families in the community, strengthening local livelihoods and fostering self-sufficiency.

- Produced organic fertilizers and pesticide which are available for use, contributing to improved crop health and yield
- Trained 20 young adult women on creating washable sanitary napkins and aprons
- Engaged 148 participants in community-based trainings centered on:



- o Natural Feeds Production training
- o Land Preparation and Nursery Growing
- o Organic Fertilizer and Pesticides
- o Soymilk Processing, Cassava Processing
- o Food Handling
- o Poultry Production and Natural Feeds Production

Local Child Protection

Key Accomplishments:

- Stairway, with the support of the Municipal Council for the Protection of Children (MCPC) and the School Division Office (SDO) of Oriental Mindoro, has organized a series of trainings and sessions focusing on the capacity development of children and child protection actors. Through targeted training and collaborative efforts, we aim to build a sustainable network of child protection advocates to promote a safe and supportive environment for children.

Table 5: Capacity-Building and Advocacy Sessions

Activities	Participants Reached
Monitoring and evaluation framework on Barangay Council for the protection of Children (BCPC) functionality	31
Four Gifts/Legacies for Children (Local Development Plan for Children, Local Investment Program for Children, Local Code for Children, and Local State of Children Report)	36
Localizing Case Management System/Pathway for Barangay Council for the Protection of Children	22
Refresher Session on Handling School Child Protection Concerns and Review of School Child Protection Committee Functions	56
Consultation Session on the Municipal Child Protection Policy	80
Safer Internet Day Celebration with focus on cybersafety, Anti-OSAEC and CSAEM, highlighting our animation “For your Eyes Only”	312
Mental Health Forum among public and private high schools in Oriental Mindoro	688
Gatekeepers/Psychological First Aid Training	27
TOTAL	1,252

- This year, we empowered three (3) Barangay Councils for the Protection of Children (BCPCs) to independently lead their child protection initiatives and sessions, reaching vulnerable children and their parents.
- Stairway inked a Memorandum of Agreement (MOA) together with Mindoro State University (MinSU)—Calapan Campus Department of Psychology to provide trainings on mental health and emotional resilience to teachers, guidance designates, peer educators, and other child groups.

- Through the partnership with MinSU, we were able to complete the Mental Health and General Well-being Survey, which will serve as a reference to the Mental Health Study that we're currently finalizing. By the 1st quarter of next year, we will publish two research papers centered on the causes and reaction-response to stress and level of depressive/anxiety symptoms and mental health support.
- Stairway animations on cyber safety—"Be a Buddy, Not a Bully," "Add Friends, Not Strangers," "Dude, That's Not Cool," and "Some Things Are Not Worth Sharing"—were now adopted by Puerto Galera Central School as part of their e-lead program supporting digital wellness and literacy among elementary students.
- This year, we have made strides in enhancing children's participation. By empowering children to become leaders and advocates, we cultivate a sense of ownership and responsibility, ensuring that their voices are heard and their needs are met.
 - Strengthened children's involvement at local and national levels through membership in the CWC-NCCYP
 - Institutionalized the Peer Educator's Club, which was formally recognized by the Schools Division Office (SDO) Oriental Mindoro as their advocacy arm for child protection initiatives
 - Trained five (5) peer educators as child rights advocates and facilitators, with one selected to facilitate the Philippine National Children's Conference (PNCC)
 - Conducted basic peer facilitator training to 31 Grade 12 students, who subsequently reached 281 of their peers through advocacy campaigns
 - Collaborated with the Sangguniang Kabataan (SK) Federation and Local Youth Development Office (LYDO) to include children's groups in the LYDO and contribute to the Local Youth Development Plan.



Stairway Foundation conducted a mental health session during the Division Youth Wellness Convergence 2024, organized by DepEd Oriental Mindoro. The session emphasized that every child's mental health matters. We also distributed advocacy materials and helpline posters to the participants.



For the past five years, the Local Child Protection Project (LCPP) has made an impact in addressing child protection concerns in the province. Stairway will continue its efforts, having witnessed firsthand the positive impact of the project to children, child protection actors, and local government structures.



Strengthening Direct Service Delivery

Key Accomplishments:

- Stairway facilitated group therapy sessions to 3 children-victims of sexual abuse in partnership with the Municipal Social Welfare and Development Office (MSWDO). This initiative is part of the knowledge transfer and mentoring of social workers in the LGU.
- Stairway continuously provides case management support to MSWDO social workers, the PNP- VAWC Desk Officer, and school child protection teams. We provide interventions, including but not limited to counseling, psychosocial support, referrals, financial augmentation, assistance in court, and activity-based interventions, among others.

Table 6: Summary of Cases Handled and Interventions

Type of Child Protection Issue	No. of Cases	Type of Services
Mental Health Concern	5	Assist in referring the cases to MSWDO, offering of individual counselling
Emotional Abuse	1	Individual Counseling/Psychosocial Support
Sexual Abuse	3	Assist Guidance Designate, PNP and MSWDO in case management
Neglect	3	Assist in referring the case to MSWDO, referral to barangay for monitoring
Cyber safety/grooming	1	Assist in writing the complaint/ individual counselling
Cyberbullying	1	Assist in blocking, restricted section of social media
School Child Protection Policy violation	1	Assist Guidance Designate in elevating the case to the school child protection team, reiterate session on school CPP
TOTAL	15	



Environmental Awareness for Children and Youth (EACY) Program

After a decade of support from the Marshall Foundation, Stairway continues to expand its impact in 2024, centered on environmental stewardship among children, youth, and partner communities in Puerto Galera and beyond. Through innovative and creative environmental education initiatives and advocacy campaigns, we strengthened our efforts to address pressing environmental issues and inspire sustainable practices in our communities. Throughout the year, EACY remains steadfast in its mission to protect our environment while equipping children and youth with the knowledge and tools to sustain it.

Sea Adventure School (SAS)

Key Accomplishments:

- Stairway reached 108% of our annual target of 40 trips, with 43 trips covering 1,158 diverse participants who gained knowledge and appreciation on protecting the seas and oceans, mangroves, sea grass, and corals.
- This year, we opened the floating classroom to high schools in San Teodoro and Calapan City, as well as three colleges in Puerto Galera, further expanding and strengthening collaboration in our environmental sustainability campaigns.
- We commenced reproducing 3,000 new copies of the SAS Learners' Guide, which can be utilized in the next three years.

- Locals initiated the repair of the makeshift bridge at our SAS trip starting point in the Minolo Mangrove Forest while Berge Apo was drydocked. Using recycled planks from our floating classroom, along with other materials, the bridge is now ready for SAS trips, mangrove educational tours, fishing, and community tourism.



Although Berge Apo was unavailable for the second half of the year, we managed to complete five more SAS trips by renting local outrigger boats.

“Participating in the Sea Adventure School brought me closer to nature. The experience provided me with knowledge and ideas rarely taught in schools, such as the importance of coral reefs, mangroves, and coastal ecosystems in maintaining our environment’s balance. I hope that more young people get the opportunity to engage in programs like this. The Sea Adventure School was more than simply an educational opportunity; it was a transformative experience that instilled in me a feeling of responsibility and purpose.”

-Kobe Ilagan, Grade 9 student, Puerto Galera National High School

As our Sea Adventure School trips have earned very positive widespread reputation, we can increasingly utilize the trips as both rewards and motivation for a growing innovative youth participation into environmental protection. The EACY Alliance is now in place to provide the guidance and support to optimize and make sustainable these youth initiatives.



From June to December, we installed fiberglass in 90% of the floating classroom, replacing most wooden parts that rot easily. With this renovation, the Sea Adventure School will be sturdier, enabling us to reach more children, youth, and other partners in promoting environmental awareness and advocacy.



Our FHP boys performed *The Lorax* a total of four times for elementary school children in the community, bringing Dr. Seuss' environmental classic to life.

Creative Advocacy Through “The Lorax”

Key Accomplishments:

- Stairway's theatre “The Lorax” engaged 585 pupils from four elementary schools through the performances of 18 of our FHP kids that inspired action on the 5Rs: Refuse, Reduce, Reuse, Recycle, and Rot.
- The play inspired student-led waste management initiatives in two schools, which benefit 610 pupils.
 - Aninuan Elementary School student government established a Materials Recovery Facility (MRF) and implemented enhanced segregation policies; and
 - Minolo Elementary School student government introduced proper composting practices and set up a composting facility in their school.



Children and Youth as Eco-Warriors

Key Accomplishments:

- In its third year, the Climate Reality and Plastic Crisis (CRPC) Talks Workshop trained 33 new volunteers in February. These trained volunteers reached 1,061 participants during their CRPC roll-out in various schools and communities.
- Stairway’s environmental leadership camp in July engaged 24 children and youth from the EACY Alliance, coming from 8 organizations across six municipalities in Oriental Mindoro.
- This year, we supported environmental research projects by Daloy environmental journalists, which won during the provincial science fair and highlighted the importance of youth-led innovation in tackling environmental issues and promoting sustainability.
 - 2nd place: Applying potassium alum and coconut husks to mitigate algal blooms in stagnant river water in Brgy. Tabinay
 - 2nd place: Using crown-of-thorns starfish and mung beans as feed additives for chicken broilers
 - 3rd place: Enhancing recycled paper quality using garlic skins and coconut husks
- Stairway continues to empower youth-led initiatives that promote environmental awareness and action. The following projects highlight the contributions of young people from various organizations in promoting sustainability and community involvement.

Organization	Activity
Boy Scouts of the Philippines (BSP)	Launched “Hukbo Para sa Bahura” (Movement for the Reefs) that aims to monitor corals at Minolo cove using the Alwan method
EACY Alliance	Conducted monthly citizen science bat counting at Muelle Mangrove Walkway and joined the Earth Day and the International Coastal Cleanup celebrations
Daloy Environmental Journalists	Released their first online environmental publication
San Teodoro National High School (STNHS) Youth for Environment in Schools-Organization (YES-O)	Launched the “Bahura ni Pepe” project to raise awareness on coral reefs and their importance
Mountain Support PH	Led a coastal cleanup in Mansalay with local youth and community groups and trained sitio scientists who helped in installing solar power panels in their school up in their mountain village
EACY Clubs in Sipit Saburan, Ambang, and Baclayan villages	Conducted waste segregation, composting, and cleanups in their respective areas



Along with the new batch of 7 FHP kids and Bignayan community members, 13 boy scouts of Puerto Galera National High School (PGNHS) joined the freedive training and Alwan citizen science coral monitoring activities to better implement their initiative “Hukbo Para sa Bahura”.





Stairway continues to inspire, promote and cultivate the power of youth in creating positive environmental change. Through various initiatives, young people across Oriental Mindoro have taken the lead in promoting sustainability and protecting local ecosystems.



Pioneering Partnerships with Sangguniang Kabataan (SK) (the Youth Council)

Key Accomplishments:

- Stairway welcomed the SK of Brgy. Alcate in Victoria for their Camp Layag (Sail), an environmental leadership camp, attended by 55 youth leaders, including 2 FHP kids. Their four-day camp included activities in watershed management, bird-watching at Naujan Lake, Sea Adventure School, and other team-building activities. The camp's wrap-up video is accessible at <https://bit.ly/Camp-Layag>.
- SK Brgy. Sapul in Calapan City received a small grant from Stairway to carry regular environmental literacy program with 50 elementary students from their barangay through the environmental story books that we donated.
- SK Brgy. Panaytayan in Mansalay attended SFI's EACY Alliance Camp last July, and we helped them develop activities centered on promoting environmental awareness among children and youth in their community.



EACY Alliance members in the SK Youth Council are leveraging their roles to promote environmental education, setting a model for scaling across communities.



Kuya Kent, our dive instructor, joined by our Stairway team and his first dive clients. The EACY Dive is again poised to contribute to Stairway's sustainability as the only non-profit dive center in the region where 100% of the proceeds go to Stairway's programs and initiatives.

EACY Dive Reopens

Key Accomplishments:

- The EACY Dive School has a new full-time PADI Dive Instructor. From receiving his certification as a PADI Dive Master last April, Kuya Kent finally earned his PADI Dive Instructor Certification last October. This feat entailed going through over 600 dives and over a year of dedicated training.
- The Dive School had 7 dive clients so far who did Fun Dives and Discover Scuba Dive Courses.
- The EACY Dive School now serves as an EACY Center where other activities under the EACY program are held like the citizen science freedive training, small group gatherings, and workshops.

Below is the Google review of Leon, one of Kuya Kent's dive students:

We found this small diving shop at Aninuan Beach. I had a fun dive with Ken directly from the beach in front of the shop, which was really convenient.

We have seen nice corals and turtles. When we had to pay the invoice, we were surprised to find that all the income from the shop is used for the local charity called Stairway Foundation. Keep up the good work guys!

-Léon In de Betouw

Growing Partnerships and Collaboration

Key Accomplishments:

- When we founded Stairway 35 years ago on Earth Day, we reached as far as our local barrio with our environmental protection advocacy. With Marshall support coming in more than ten years ago, we established solid programs and activities that reached our entire municipality and thousands of students. Today, after more than ten years of continuous support from Marshall, we are reaching youth, schools and decision makers in our entire province. EACY's projects and activities continue to attract new partners and collaborators from various sectors in more municipalities. Our recently onboarded partners in environmental protection are:
 - Center for Energy, Ecology, and Development (CEED)
 - Colegio de Puerto Galera
 - DENR Regional Information Office
 - Environmental Strategies International (ESI)
 - Managpi National High School (MNHS), Calapan City
 - San Teodoro National High School (STNHS)
 - Prince of Peace College Tourism Education Department
 - Rural Health Unit of Puerto Galera
 - UP College of Social Work and Community Development's Community Science Project Team
- Berge Bulk's "Live Well + Give Well" campaign during the months of September to November rallied 1,962 of their colleagues and families, and raised \$19,760 for Stairway, marking the third successful year of growing support. Our pitch for the campaign is accessible at <https://bit.ly/LWGW-Pitch>.
- MX Bulk, an Isle of Man-based shipping company manned by Filipino crew, donated \$40,000 to Stairway and recognized our work in environmental education through the Sea Adventure School.
- Stairway supported the leadership reorganization of Mal-Angatan Kausunan Kabiyaan Mangyan Iraya (MAKA-KAMI) group, which translates to "Leading the Majority for the Livelihood of Iraya Mangyans," to enhance efforts in marine protection, sustainable farming, and community involvement.
- Stairway expanded its community engagements by collaborating with non-Indigenous fisherfolk groups, with assistance from a team from the UP College of Social Work and Community Development, to gain support for its marine protection initiatives.
- The Oriental Mindoro Resource Monitoring Team (ORMT) conducted a survey of Aninuan Reef and highlighted its potential as a Marine Protected Area (MPA). Following this, we engaged with Puerto Galera's Municipal Agriculture Office (MAO) Fisheries Department to explore the development of Aninuan as an MPA.
- The EACY Alliance joined the Center for Energy, Ecology, and Development (CEED) in a Mindoro-wide gathering of civil society groups to plan awareness campaigns and collaborate on affordable, scalable renewable-energy projects with local governments, cooperatives, and social enterprises.

Stairway’s growing network of collaborators—from local schools and government agencies to civil society organizations and international donors—demonstrates the importance of collective action in driving meaningful change. Through these collaborative efforts, we continue to strengthen our shared commitment to a sustainable and resilient future for our children.



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Advocacy and Capacity Building Program

In 2024, Stairway achieved significant results in advancing the protection and promotion of children’s rights, with a focus on child sexual abuse and exploitation prevention advocacy. By implementing innovative approaches, raising public awareness, and strengthening institutional capacities, we continue to reinforce our commitment to create safer environments for children and ensure their rights are upheld.

The Stairway National Capital Region (NCR) office plays an important role in coordinating operations and implementing key child protection projects. It promotes strategic partnerships and engagements that span global, national, regional, and local levels. By leveraging these collaborations, we drive impactful programs that align with our mission of advocating for and safeguarding children’s well-being.

Stairway’s e-learning platform

Stairway is dedicated to protecting children by providing high-quality education and training on children’s rights, Child Sexual Abuse Prevention (CSAEP), and cybersafety. Through our e-learning platform, we offer engaging and interactive courses with animated films, quizzes, and resources to empower child protection actors, children, and youth.

Key Accomplishments:

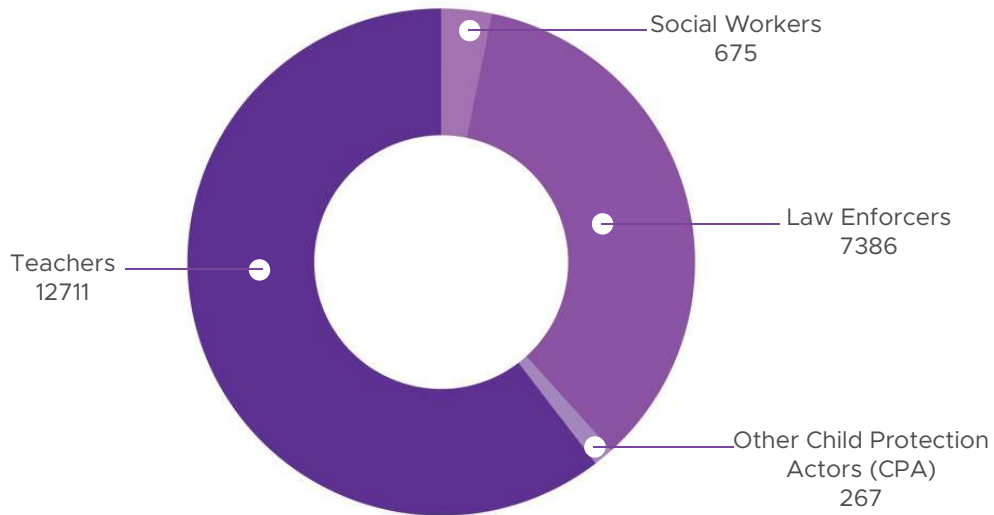
- We have consistently championed innovative approaches to education and child protection through our e-learning platform. This has been instrumental in integrating and institutionalizing Child Online Protection (COP) concepts into the training curricula and capacity-building activities of various organizations to ensure sustainable impact and wider reach.

Table 1: 2024 e-learning Completers

E-learning Course Title	Enrollees	Completers	Completion Rate (%)
Child Protection e-learning Course for Educators (Batch 1)	9571	6809	71.14
Child Protection e-learning Course for Educators (Batch 2)	8622	5791	67.17
Women and Children Protection Desk (WCPD) MIMAROPA Child Protection e-learning (Batch 2)	374	336	89.84
National Police Training Institute (NPTI) Course Managers e-learning Exposure Course	83	75	90.36
Widescaling of NPTI Child Protection e-learning Course in 15 Regional Training Centers (RTCs) and the National Headquarters	6598	6371	97.17
Special Course for NPTI Luzon and Visayas RTCs for Completion	181	171	94.48
Stairway Global Program (GP) Children's Consultation Orientation Guide	25	21	84.00
Directorate for Police and Community Relations (DPCR) e-learning on Gender Sensitivity and Child Protection	150	65	43.33
Child Protection Committee (CPC) e-learning Course	128	111	86.72
Women and Children Protection Council (WCPC) Rapid Orientation Session (Batch 1)	192	174	90.63
WCPC Rapid Orientation Session (Batch 2)	216	194	89.81
Department of Social Welfare and Development (DSWD) Pantawid FO8 e-learning for Implementers (Batch 1)	277	239	86.28
DSWD Pantawid FO8 e-learning for Implementers (Batch 2)	441	436	98.87
Break the Silence (BTS) Level 1 e-learning Course (Batch 1)	84	57	67.86
BTS Level 1 e-learning Course (Batch 2)	246	189	76.83
Total	27188	21039	77.38

As a Professional Regulation Commission (PRC) Continuing Professional Development (CPD) accredited service provider, we successfully awarded CPD points to a total of 11,749 teachers via our child protection e-learning courses, further enhancing their credentials and supporting their professional growth. Similarly, 675 social workers earned CPD units that empowered them in advancing child protection work.

Graph 1: Completers per target group



Examples of feedback from participants:

“Thank you for allowing us to experience the e-learning course. It broadens our understanding and equips us, as social workers and Pantawid implementers, with the knowledge on how to address instances of child abuse that occur or are presented as we carry out our duties. It truly allows us to achieve both personal and professional development.” - **DSWD Project Development Officer II**

The e-learning course that we co-developed serves as a new approach to shaping the attitudes of new police recruits and enhancing their awareness of offline and online child abuse and exploitation. It aims to ensure they perform their best in protecting children as they become full-fledged police officers. NPTI is grateful for the opportunity to collaborate with Stairway, in sharing their knowledge and expertise to strengthen our capacity as an institute. - **NPTI Chief Registrar**



The renewal of the Memorandum of Agreement (MOA) with NPTI in March reinforces our commitment to institutionalizing our child protection initiatives. This milestone was followed by a workshop in August on the co-development of a customized e-learning course to strengthen our collaborative efforts to scale and expand our impact with partner agencies.

Global Program (GP) Stopping Cybercrime Against Children: More Safety and Protection on the Internet

GP works to protect children and adolescents from online violence by strengthening child protection systems, advocating for improved legal frameworks, and empowering children to safeguard themselves from online sexual violence. It is a consortium program funded by KNH Germany and BMZ and implemented in Indonesia, Nepal, and the Philippines.

Key Accomplishments:

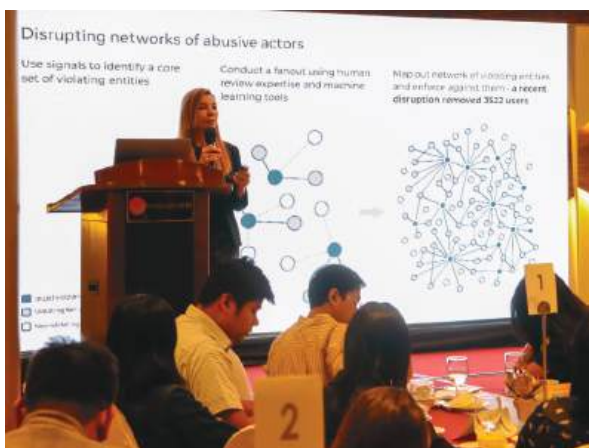
- In partnership with the DepEd LRPO, we developed the DepEd Case Management Protocols Tool to streamline key information on CPP, bullying, and case management. It was pilot-tested with 209 personnel and launched during the DepEd National Children's Month in Tacloban City, attended by 517 participants. The final tool was presented in November during the Learner Rights and Protection Specialization Course with 123 attendees.

- We developed a Child Online Protection (COP) Competency Monitoring and Evaluation Framework and Tools that focus on enhancing child safety online through three key areas: training, to equip individuals with knowledge and strategies to combat online sexual abuse and exploitation of children (OSAEC); policy enforcement, to update and implement child protection measures and safe digital practices; and service provision, to identify vulnerable children, provide support services, and educate families about OSAEC risks.
- Stairway crafted an e-learning Implementation Guide to enhance internal systems and procedures for delivering our e-learning program. The guide is designed as a resource for best practices which will be printed and shared with the consortium and other partners.

Advancing our Legislative Agenda for Children’s Rights

Key Accomplishments:

- In partnership with the National Coordination Center against Online Sexual Abuse or Exploitation of Children and Child Sexual Abuse or Exploitation Materials (NCC OSAEC-CSAEM), 78 child rights advocates, legal experts, law enforcement officials, representatives from civil society, and foreign missions attended a roundtable discussion to ideate on the creation of Child Sexual Offenders Registry (CSOR) Guidelines.
- We also developed a handbook on Republic Act 11930, which was vetted by NCC and disseminated to its members for a public awareness campaign.
- Stairway successfully conducted a consultation on the draft Local Government Unit (LGU) Child Protection Policy (CPP) Standards that brought together 32 representatives from 17 LGUs in Metro Manila and nearby provinces.



The roundtable discussion with NCC-OSAEC-CSAEM and stakeholders resulted in a CSOR policy recommendation that highlighted participants’ key suggestions, including ensuring offenders are listed in the National Police Record System (NPRS), and facilitating information sharing among police across jurisdictions to enable alerts.



The LGU CPP consultation generated recommendations for improvement and strengthened the roles of LGUs and children in monitoring and implementing the policy.

- Stairway led a workshop for 27 Pantawid Pamilyang Pilipino Program (4Ps) focal persons representing 17 regions across the Philippines. The workshop was in partnership with the DSWD-National Program Management Office focused on drafting a Safeguarding Policy that integrates Child Online Protection (COP) and RA 11930, ensuring stronger child protection measures within the 4Ps program.

Child Internet Safety Education in Schools and Communities

Key Accomplishments:

- During the 2024 Safer Internet Day Celebration, 3,390,065 learners across the country participated in the Anti-OSAEC-CSAEM classroom-based sessions. These sessions led to 17,059 disclosures related to OSAEC, CSAEM, cyberbullying, sextortion, online grooming, and other child protection issues, which are being addressed by DepEd Learner Rights and Protection Office (LRPO) professionals across regions. The participation result exceeded the target, reaching 1,645% of the goal to engage 200,000 learners (80% target).
- In the second quarter of 2024, our collaborators facilitated children’s consultation sessions that engaged 436 children and 205 adults. During these sessions, 11 disclosures of abuse were made by children with disabilities. Insights gathered from these consultations will inform the development of child online protection public advocacy materials, set to launch in the first quarter of 2025, that aims to reach 500,000 individuals.

- With the theme “Sa Local Child Protection Policy, Bawat Bata ay Protektado,” SFI and the Council for the Welfare of Children held a consultation attended by 77 children, youth, and guardians from across the country. The session ensured their perspectives were included in drafting Child Protection Policy Standards for Local Government Units, integrating RA 11930 to strengthen community-level child protection.



Among the key themes that children and youth wish to see integrated into the draft LGU CPP Standards are strengthened gender sensitivity for LGU employees, clear guidelines for social media use, and specific code of conduct for interacting with children and youth within this area of jurisdiction and as a whole to be a role model for the protection of children.



Cybersafe Schools Project

After four years of implementation, the Cybersafe Schools Project (CSP) concluded last April. The project was built on Stairway's long partnership and close collaboration with the Department of Education and funded by KNH and BMZ. It included three partners from the BTSNN and involved 42 schools across four regions, focusing on capacity-building among teachers, school heads, barangay officials, and schools' Child Protection Committees to develop and implement effective CPP in all participating schools. A large portion of this project was implemented during the extended period of Covid-19 lockdown, which was made possible due to the use of Stairway's e-learning platform.

Enhancing the Capacity of the Schools and Barangay Child Protection Committees

Key Accomplishments:

- 174 CPC members from our partner schools piloted the Child Protection Committee (CPC) e-learning course, resulting in several important outcomes:
 - Gaps in CPC training addressed, equipping members with essential knowledge and skills
 - Guide provided for localizing the school-based Child Protection Policy (CPP)
 - School-barangay partnerships strengthened to enhance child protection
- Stairway further organized a mentoring session for 252 CPC members to support the localization of their child protection policies and help them tailor these policies to better address the specific needs of their communities.
- We disseminated the revised localized Child Protection Policy (CPP) to 2,452 parents through CPP Popularization Sessions, organized with Parent-Teacher Associations (PTAs).
- A total of 196 trained teachers contributed to the development of 211 lesson plans integrating strategies to prevent and respond to child online abuse and exploitation. These lesson plans encompassed subjects such as Araling Panlipunan (Social Studies), Edukasyon sa Pagpapakatao (Values Education), Science, and Economics.

To support the implementation of the lesson plans, we distributed 84 units of smart TVs to the 42 CSP partner schools, each school receiving 2 units.



- Stairway organized an orientation session on children’s rights, cybersafety, and DepEd CPPs, attended by 589 members of the Barangay Councils for the Protection of Children (BCPC). This session served as a prerequisite for drafting the barangay policy to protect children from online abuse and exploitation.
- The BCPCs completed 36 draft COP policies, with 13 approved prior to the barangay elections. This progress signifies a significant step toward formalizing child online protection at the community level.

Empowering Children to Protect Themselves from Online Abuse

- Following feedback from our teacher partners, we conducted the session “CyberSafe: Healthy Habits for a Safe Online Environment for Children,” attended by 69,663 learners. The module covered topics such as online friending, content sharing, online chatting, cyberbullying, and cultivating healthy online habits.
- For Safer Internet Day Philippines (SIDPh), we engaged 47,557 learners in collaboration with the Supreme Elementary and Secondary Learners’ Government. They organized awareness-raising activities, led by and for the learners.

The activity had a significant impact on us learners, as it gave us the opportunity to discuss issues related to online chatting, online pornography, online gaming addiction, and cyberbullying with our peers. It allowed us to share and reflect on experiences and challenges many of us face in the cyberworld.

– Student Leader, Macario B. Asistio Sr. High School



Student leaders played a key role in motivating their peers to apply the knowledge and skills gained from CSP-led orientations and classroom lessons in support of Safer Internet Day.

Partnership with the Break the Silence National Network (BTSNN)

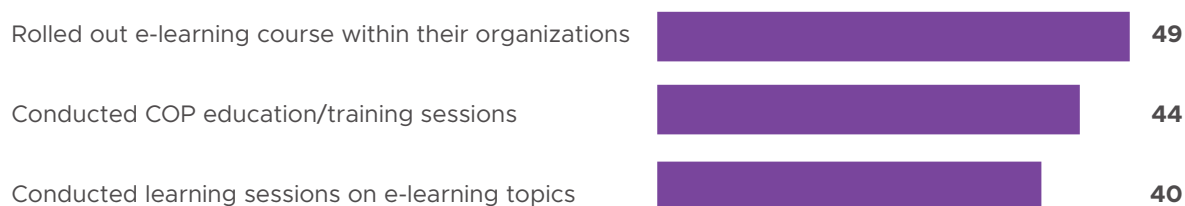
Stairway has continued to provide strong support to the Break the Silence National Network (BTSNN). This year marks BTSNN's increased transition to hybrid approaches, both in terms of network operations and advocacy initiatives that allowed the integration of online activities and in-person engagements. More than 30 network member organizations have maintained active participation in network activities this year.

In spite of having no full-time staff in the secretariat, SFI and the BTSNN Board of Trustees were able to comply with the network's government mandatory reporting and were able to implement major network activities.

Key Accomplishments:

- BTSNN held its Buklod, Tugon, Sigaw Virtual Annual Conference and General Assembly, attended by 47 participants from 21 member organizations, along with two individual members. The conference covered the following topics:
 - Results of the National Research on Sexting and Sextortion, conducted in partnership with Stairway and supported by CISU/DANIDA (<https://bit.ly/Research-Results-2024>)
 - Republic Act 11930, the Anti-Online Sexual Abuse and Exploitation of Children (Anti-OSAEC) and Anti-Child Sexual Abuse or Exploitation Materials (Anti-CSAEM) Law, along with other relevant child protection laws
 - Localization of child protection laws
 - e-learning implementation journey of selected BTSNN members
- Stairway continues to hold its permanent position as the Managing Board and was also elected as the Board Secretary during the BTSNN Board of Trustees (BOT) election. The new BOT now includes five newly elected trustees—one from Mindanao, two from Visayas, and two from Luzon—along with one re-elected trustee from Mindanao.
- In partnership with Stairway, BTSNN organized the conference, “Breaking the Chains: Combating OSAEC, Child Prostitution, and Other Children’s Issues,” held in Zamboanga City last October. The training equipped participants with the knowledge and skills to effectively address OSAEC, child prostitution, child marriage, and to promote SFI's e-learning as an effective strategy for child protection education and advocacy. Of the 161 participants, 148 were social workers who earned CPD points, as BTSNN is an accredited provider of PRC.
- Stairway and BTSNN have implemented a series of e-learning courses designed to enhance the capacity of network members and partners in addressing child protection issues, both online and offline. Two BTS Level 1 e-learning Courses were conducted in 2024, reaching a total of 245 child protection actors who are mostly social workers.
- As part of our monitoring and evaluation of capacity-building efforts, we conducted the BTSNN e-learning Follow-up Survey that gathered responses from 66 participants across 13 member organizations that completed the BTS e-learning courses from 2022 to 2024.

Graph 2: Impact of e-learning Course Implementation to BTSNN Organizations



“When I re-echoed what I’ve learned from the BTS e-learning course, one of the participants, who happened to be a member of the Barangay Council, remembered the topic “Kinds of Touches” when an incident happened in her barangay & immediately informed me about it. Now, she is inviting me to provide CSAP & CyberSafe sessions in their barangay.”

- RA11930 e-learning course completer, Batch 2023

“I’ve gained so much from the BTS e-learning course, not just knowledge, but a deeper understanding of how important my work is. I felt inspired to share the platform with my friends who also work with children, and they also enrolled in BTS Level 1. They provided positive feedback, saying they learned a lot and enjoyed the interactive process. For me, this is a significant experience because it created a ripple effect, touching not just my life but also those around me.”

- BTS Level 1 e-learning course completer, Batch 2024



During the BTSNN-led conference in Zamboanga City, representatives from selected BTSNN member organizations highlighted how completing three levels of e-learning courses enhanced their technical skills and led to impactful initiatives, including the establishment of Child Action Centers to support survivors in their community, integration of BTS e-learning into 49 public schools, and the creation of resources like flipcharts, comic books, and cybersafety training modules.



Our collaboration with BSP empowered their organization to adopt proactive measures in safeguarding children, marking a significant step toward sustainable child protection in the scouting movement. The said policy will help safeguard almost 3 million boy scouts across the Philippines.



Partnership with the Boy Scouts of the Philippines (BSP)

Key Accomplishments:

- SFI played an important role in supporting the Boy Scouts of the Philippines (BSP) in creating their Safeguarding Policy, aligning with the organization’s mission to build safer environments for children. Our collaboration with BSP involved:
 - Designing a policy formulation framework that ensured a systematic and participatory approach prioritizing child safety.
 - Facilitating training for the BSP Technical Working Group (TWG), equipping members with practical skills and advanced knowledge on safeguarding principles.
 - Organizing consultation sessions with BSP members, partners, and stakeholders to incorporate diverse perspectives and ensure relevance to the organization’s needs.
 - Overseeing the drafting and finalization of the policy to align with international standards and strengthen child protection practices within BSP programs.

Partnership with the Real Madrid Foundation (RMF)

Key Accomplishments:

- Stairway works with the Real Madrid Foundation (RMF) to develop a Child Protection Policy (CPP) tailored for their Social Sports Schools Program (SSSP)—a program they are implementing globally with their partner organizations. Our key activities with RMF covers the following:
 - Designing a comprehensive policy framework to guide the development process.
 - Introducing the concept of Child Protection Policies (CPP) to RMF partner implementers, enhancing their understanding of safeguarding principles.
 - Conducting a risk analysis to identify potential vulnerabilities and establish mitigation strategies.
 - Facilitating writeshops with stakeholders to collaboratively draft the policy.

- Finalizing the CPP, ensuring compliance with international child protection standards, and addressing the specific needs of the SSSP.

The CPP will help safeguard all Social Sports Schools Program beneficiaries of RMF, totaling 46,000 children and youth. The partnership enhanced RMF's capacity to prioritize child safety and integrate effective safeguarding mechanisms into its global programs, demonstrating Stairway's commitment to driving sustainable change in child protection practices across the globe and in fields such as sports.

Partnership with Meta

Key Accomplishments:

- SFI continuously serves as Meta's trusted safety partner, contributing to key initiatives in the Asia-Pacific (APAC) region.
- We joined the Meta APAC Youth Safety Advisory Board and provided expert insights on child online safety strategies. This engagement supports broader, region-wide efforts to protect children from online exploitation and abuse.
- This year, Stairway attended Meta-organized summits, including:
 - The ASEAN Child Online Safety and Youth Regulation Summit, highlighting best practices and challenges in safeguarding children in digital spaces.
 - The APAC Safety and AI Summit, sharing perspectives on leveraging artificial intelligence to advance youth online safety.



Our engagement with Meta amplified Stairway's voice in shaping regional and global conversations on child online safety and influencing industry leaders to prioritize safer digital environments for children.

Partnership with the different inter-agency councils and other organizations

Key Accomplishments:

- SFI sustains and strengthens its active participation as a member of relevant inter-agency councils. Our engagements with these government bodies provide strategic positions in pursuing institutionalization and sustainability of child protection education, capacity-building, policy development, and overall advocacy at national, regional, and local levels, leading towards the creation of wider and lasting protective environments that keep our children safe.
 - Regional Advisory Council of DSWD NCR Pantawid Program;
 - Regional Juvenile Justice Welfare Councils of NCR and MIMAROPA regions;
 - Regional Inter-Agency Council Against Trafficking-MIMAROPA;
 - Regional Sub-committee of Council for the Welfare of Children-MIMAROPA; and
 - Navotas City Council for the Protection of Children (NCCPC).

Throughout 2024, SFI's expertise and recognition as a resource in child safeguarding and capacity development was manifested through invitations to numerous speaking engagements organized by our partners. These included delivering talks and participating in panel discussions at webinars, conferences, and workshops, addressing critical issues such as safeguarding and online safety. Further, we engaged in local and regional forums to promote collaboration and share innovative strategies for improving child safety.

These engagements expanded Stairway's reach, influencing approximately 25,000 individuals through in-person and online sessions, while strengthening advocacy efforts and inspiring action among stakeholders to create safer environments for children worldwide.



From in-person training sessions to e-learning initiatives, we continue to advance the protection of children's rights through mass advocacy, capacity-building, and multi-sectoral collaboration.

Administrative and Finance Unit

The Admin and Finance Unit plays a significant role in managing the administrative tasks, financial transactions, and compliance with both government regulations and other external bodies. Stairway ensures operational efficiency, financial transparency, and long-term sustainability for the organization. This year, through close collaboration with various program teams, we have achieved milestones that have contributed to our over-all operations.

- **Human Resource**
 - Hired and onboarded five (5) colleagues at the Mindoro Office and one (1) colleague at the NCR Office to enhance our organizational capacity
 - Hosted 16 volunteers and 5 interns specializing in environmental science, holistic medicine, education, agriculture, engineering, and marketing, and assigned them to various units based on their skills to support organizational operations effectively
- **Accreditation and Registration**
 - Amended our Articles of Incorporation with the Securities and Exchange Commission (SEC)
 - Renewed our Philippine Council for NGO Certification (PCNC) accreditation and achieved the highest level of accreditation valid for five (5) years
 - Renewed our Department of Social Welfare and Development (DSWD) public solicitation permit and local accreditation with the Local Government Unit (LGU) of Puerto Galera
 - Registered with the Philippine Government Electronic Procurement System (PhilGEPS) to enable Stairway to access various procurement opportunities
 - Registered the copyright of Stairway's cybersafety animations
- **Financial Management**
 - Successfully complied with audit requirements for Fiscal Year 2023 and submitted financial reports to donors and funders within the given deadlines
 - Opened an additional time deposit account in Philippine Peso, and secured corporate credit cards to streamline online financial transactions
 - Engaged in a variety of income-generating initiatives, such as offering facilities for training and workshops, consultancy services, and the sale of property, to support the programs and operations of the organization
- **Community Engagement and Partnerships**
 - Provided financial and medical assistance to community members and agencies in need
 - Donated in-kind goods to local schools and indigenous groups to support their development
 - Coordinated with existing and potential partners for resource mobilization to support the organization's programs and operations
 - Inked partnerships with our partners and stakeholders through a Memorandum of Agreement and Understanding
- **Capacity Building**
 - Provided support to each unit in organizing team-building activities to strengthen collaboration and enhance team dynamics
 - Organized and facilitated workshops in partnership with the Department of Labor and Employment (DOLE)
 - Attended several workshops to enhance knowledge and skills in key areas, including taxation, leadership, and management

Awards and Recognition

In 2024, Stairway was honored with recognitions and awards that underscore our continued commitment in championing children’s rights and promoting sustainable development. These achievements were made possible through the support of our partners and stakeholders, dedication of our competent pool of staff, along with the contributions of children as our co-creators and co-implementors.

- Achieved the highest-level accreditation valid for five years from the Philippine Council for NGO Certification (PCNC). PCNC is the NGO sector’s “self-regulatory mechanism” in ensuring the integrity, transparency, accountability, and service of accredited NGO.
- Stairway’s Integrated Child’s Rights and Literacy Development Program was named as the Most Outstanding Literacy Program in the Philippines, and received a special award from Cebuana Lhuiller for our outstanding financial literacy programs.
- Stairway, through collaboration with Municipal Council for the Protection of Children (MCPC), has significantly improved the functionality of the MCPC and the Local Council for the Protection of Women and Children (LC-VAC), which has now been recognized and awarded as a “highly functional” council in the province of Oriental Mindoro.
- Recognized by the Council for the Welfare of Children (CWC) during their 50th Anniversary Celebration for our contribution in strengthening and safeguarding the rights and welfare of children.
- Awarded by DepEd Learner Rights and Protection Office (LRPO) during the 32nd National Children’s Month for our support to DepEd’s advocacy for a safe and enabling learning environment.
- Honored by the Department of Social Welfare and Development (DSWD) for our support and assistance through the conduct of Capacity Building Training on Child Protection and Case Management to the Pantawid Pamilyang Pilipino Program (4Ps) workforce which helped attain the effectiveness and efficiency of the 4Ps and its implementation in Region 8- Eastern Visayas.
- Acknowledged by the Philippine National Police (PNP) for our support in the successful accomplishment of the Gender and Development (GAD) programs of their agency that contributed to the realization of the their overall mission and objectives.
- Awarded by the Schools Division Offices (SDO) of Navotas City, Oriental Mindoro, and Calapan City for our continued support and contribution in the championing child protection and cybersafety advocacies in schools.
- Recognized by DSWD National Capital Region (NCR) Office for our collaboration and impactful contributions as a Kaagapay (Co-implementer) in education, through the Cherry Cares by MSN programs, which provided 3,500 Bags of Hope containing Back-to-School supplies for elementary children-beneficiaries, allowing families to allocate their resources to other essential needs and motivating children to attend school regularly.

Our Financial Partners and Supporters

We extend our gratitude to our partners whose support has been instrumental in our achievements throughout the year. We sincerely appreciate the shared commitment to our mission in championing children's rights, and we look forward to continuing this journey together with you in the coming years.

In alphabetical order our partners and supporters are:

Assisi Development Foundation, Philippines
AVK Philippines
BMZ, Federal Ministry of Economic Cooperation, Germany
Boy Scouts of the Philippines
Buk-Auto A/S, Denmark
Edrington Singapore Pte. Ltd.
Firetree Trust, Singapore
Frydensberg Efterskole, Denmark
Global Giving Foundation, U.S.A.
Grundfos Philippines
International School of Manila
IWG Plc
Kindernothilfe, Germany
Life Fonden, Denmark
Marshall Foundation, Bermuda
Metro Schrøder Fonden, Denmark
MingYi Foundation, Taiwan
MX Bulk Limited, U.K.
Nueva School, U.S.A.
Paula og Axel Nissen Fund, Denmark
Phoenix Foundation, Switzerland
Real Madrid Foundation
Rødkilde Gymnasium, Denmark
Royal Danish Embassy Manila
Singapore American School
Skanderborg Gymnasium, Denmark
Solenergy Systems, Inc., Philippines
Stairway Denmark
Stephen Roberts
Tage Abildgaard Holding
Thailandia
Tondo Community Initiative
United World College, Hong Kong

We also want to thank all the individuals, who have supported our work through generous donations and/or membership of Stairway Denmark. Finally, a special thank you to all our volunteers, including the boards of Stairway Foundation and Stairway Denmark.



About the Cover

The front and back cover of this year's annual report capture a moment of special musical session with *InSpirations Ensemble*, who visited Stairway to host a dynamic music workshop and mini-concert. Local children immersed themselves in a journey of rhythm and discovery, exploring percussion instruments from around the world. Through this experience, they learned new musical skills and found joy in self-expression and creative collaboration that reflects the transformative power of the arts in child development.

