



# 2025 Annual Report

## Message

Dear Friends,

In 2025, Stairway continued to strengthen its commitment to protecting children's rights and supporting their development across our core program areas. As the challenges faced by children evolve—from increasing online risks to persistent inequalities in vulnerable communities—our work remains focused on delivering responsive, relevant, and sustainable interventions. Increasingly, we experience that protecting children is not a static task, but one that requires constant adaptation, collaboration, and resolve.

The past year has been one of consolidation, growth and challenges. We expanded our reach across the Family Home Program, Community Assistance Program, Environmental Awareness for Children and Youth (EACY), and Advocacy and Capacity Building initiatives. Through these programs, we provided direct care to children in need of protection, supported communities through education and livelihood initiatives, engaged young people in environmental stewardship, and contributed to strengthening child protection systems at both local and national levels.

A key milestone in 2025 was the establishment of the Safeguarding, Training, and Consultancy Unit (STCU), which reflects our ongoing efforts to institutionalize our expertise and extend our impact through training, policy development, and technical support to partners. This development reinforces our role as a learning and resource center for child protection.

The following report presents highlights from our work throughout the year, demonstrating the collective efforts of our colleagues, partners, and the children and communities we serve. These accomplishments are made possible through strong collaboration and shared commitment.

We value and rely on your continued support as we move forward, strengthening our programs and pursuing our mission to create safer environments where children can grow, participate, and reach their full potential.

Together we make a difference.

Sincerely,

Lars Jorgensen  
Executive Director

## Acronyms

4Ps	Pantawid Pamilyang Pilipino Program	CWC	Council for the Welfare of Children
ALS	Alternative Learning System	DepEd	Department of Education
ASRH	Adolescent Sexual and Reproductive Health	DOJ	Department of Justice
ATI	Agricultural Training Institute	DICT	Department of Information and Communications Technology
BCA	Barangay Children’s Association		
BCD	Baclayan Community Development	DILG	Department of the Interior and Local Government
BCPC	Barangay Council for the Protection of Children		
BFSA	Baclayan Food Security Association	DLSU	De La Salle University
BIR	Bureau of Internal Revenue	DSWD	Department of Social Welfare and Development
BMS	Baclayan Mangyan School		
BMZ	Federal Ministry for Economic Cooperation and Development	EACY	Environmental Awareness for Children and Youth
BSP	Boy Scouts of the Philippines	EAI	Educational Assistance Initiative
BTSNN	Break the Silence National Network	FHP	Family Home Program
CALABARZON	Cavite, Laguna, Batangas, Rizal, And Quezon (Philippine Region)	GIDA	Geographically Isolated and Disadvantaged Areas
CAP	Community Assistance Program	IACAT	Inter-Agency Council Against Trafficking
CSWDO	City Social Welfare and Development Office	ICT	Information and Communications Technology
CEFMU	Child, Early and Forced Marriage and Union	ILEA	Independent Living and Educational Assistance
CFLGA	Child-Friendly Local Governance Audit	ISM	International School Manila
CHEC	Children Health and Education Center	HRDMS	Human Resource Management and Development Service
CIGP	Child Intervention Growth Plan		
CLAC	CWC Legislative Agenda of Children	JCI	Junior Chamber International
CPP	Child Protection Policy	KABARKADA	Kabataang Radikal Kaakibat at Duyan ng Adbokasiya (Peer Education Group)
CRPC	Climate Reality and Plastic Crisis		
CSAEM	Child Sexual Abuse or Exploitation Materials	KNH	Kindernothilfe
CSAEP	Child Sexual Abuse and Exploitation Prevention	LCPP	Local Child Protection Project
CSOR	Child Sexual Offenders Registry	LCSP	Local Child Safeguarding and Protection Policy
CSPC	Child Protection Case Management	LCPC	Local Council for the Protection of Children
CSWDO	City Social Welfare and Development Office	LGA	Local Government Academy

LGU	Local Government Unit	RSCWC	Regional Sub-Committee for the Welfare of Children
LRPD	Learner Rights and Protection Department	RHE	Reproductive Health Education
MAB	Man and the Biosphere	RJJWC	Regional Juvenile Justice and Welfare Committee
MCPC	Municipal Council for the Protection of Children	RMF	Real Madrid Foundation
MENRO	Municipal Environment and Natural Resources Office	RSAT	Retrospective Self-Assessment Tool
MIMAROPA	Mindoro, Marinduque, Romblon, Palawan (Philippine region)	SamaKaBa	Samahang Kabalikat ng Bawat Bata
MOA	Memorandum of Agreement	SAS	Sea Adventure School
MRF	Materials Recovery Facility	SELG	Supreme Elementary Learner Government
MSWDO	Municipal Social Welfare and Development Office	SSCA	Sarigan Savings and Credit Association
MTRCB	Movie and Television Review and Classification Board	SDEAS	School of Deaf Education and Applied Studies (SDEAS)
NC	National Certificate	SDO	Schools Division Office
NCC OSAEC-CSAEM	National Coordination Center against Online Sexual Abuse or Exploitation of Children and Child Sexual Abuse or Exploitation Materials	SEC	Securities and Exchange Commission
NCCPC	Navotas City Council for the Protection of Children (NCCPC)	SFI	Stairway Foundation, Inc.
NCR	National Capital Region (Philippine Region)	SK	Sangguniang Kabataan (Youth Council)
NCMEC	National Center for Missing & Exploited Children	SOCCSKSARGEN	South Cotabato, Sarangani, General Santos (Philippine Region)
NGO	Non-Governmental Organization	STCU	Safeguarding, Training, and Consultancy Unit
OSAEC	Online Sexual Abuse and Exploitation of Children	TID	Take It Down
PADI	Professional Association of Diving Instructors	TSB	Tinapayan sa Baclayan (Bakery in Baclayan)
PCAR	Parental Capability Assessment Report	TODA	Tricycle Operators and Drivers' Association
POI	Program of Instruction	UNACOM	UNESCO National Commission of the Philippines
PNP NPTI	Philippine National Police	UP	University of the Philippines
PTA	Parent-Teacher Association	UPLB	University of the Philippines Los Baños
RACCO	Regional Alternative Child Care Office	VAWC	Violence Against Women and Their Children
		WCPC	Women and Children Protection Council
		YFC	Youth for Change



In October, we welcomed five new boys in FHP, coming from both government and non-government centers in Metro Manila. Each boy is now receiving personalized support, including education assistance and emotional guidance.

## Family Home Program (FHP)

Stairway provides a safe and nurturing home where boys receive emotional support, education, healthcare, and guidance toward independent living. In 2025, we provided care and support to 27 boys aged 10-18 who were victims of, or at risk of, abuse and exploitation, including 5 newly admitted boys last October. Among the 27 boys, 11 boys successfully completed their program cycle and 16 boys presently remained in our care.

Table 1: Overview of Case Management Results

Placement / Action	No. of Boys	Outcome
Reunited with families	5	Supported through coordinated follow-up services
Transferred to long-term independent program	2	Ensured continued growth and independence
Completed the ILEA program & employed	1	Started as apprentice boat crew at SFI
Placed in foster care	1	Reconnected with siblings
Specialized intervention support	2	Psychiatric services arranged with appropriate placement agencies

Stairway implements individualized case management to ensure that each child receives timely and appropriate support. Regular coordination with families, partner agencies, and local social welfare offices strengthens safety, healing, and reintegration of each child.



Raniel during his home visit in Manila, accompanied by our houseparent (left) and a Tondo Community Initiative (TCI) social worker (right).

*“I couldn't put into words the happiness I felt when I was told my parents had been found. At that moment, I truly felt a sense of identity and belonging.”*

- Jerry, 12, whom we helped locate his parents. The next step in his case is the Parental Capability Assessment Report (PCAR), which will determine the parents' suitability to care for their child.

## Health and Daily Well-being

Stairway actively supports the boys' growth through medical care, nutrition, physical activity, and psychosocial services.

- All 27 boys received medical and dental care, including the five newly admitted boys. We also addressed medical concerns, including urinary tract infections, parasitic infections, skin conditions, asthma, and acute gastritis.
- One newly admitted child with pulmonary tuberculosis started treatment.

## Educational and Holistic Development

Stairway provides flexible education and life skills development for the boys. They engage in sports, arts, and hands-on activities that build confidence, teamwork, and resilience.

- To support the learning and development of the 16 boys in the program, we assessed their academic skills and placed them in programs that best match their current level and needs. Their academic placements are as follows:
  - 5 newly admitted boys in our Basic Literacy Program continuously gain foundational reading and numeracy skills and build confidence in learning.
  - 7 boys in Alternative Learning System follow flexible non-formal education to catch up academically and acquire essential skills.
  - 2 boys in Technical-Vocational/ILEA receive practical and career-oriented training for future employment.
  - 2 boys in Homeschooling study through a personalized curriculum that matches their learning pace and needs.
- Older boys lead livelihood activities and mentor other children in producing woven bracelets, soy milk, organic soaps, and bread.
- Boys developed adventure and teamwork skills through freediving and scuba diving with our EACY Dive Instructor and participated in Alwan Citizen Science and coral monitoring activities.



*“I used to struggle with how I treated others and how I fit in, but everything changed when I came to Stairway. They treated me with respect, really listened to me, and welcomed me as a true member of the family, even though we aren’t related by blood. It was here that I realized I could actually do well in my studies and discover what I’m capable of. I felt seen, heard, and proud of myself.”*

– Francis, 14, currently enrolled in a homeschooling program





**Workshops:** FHP boys actively engaged in various workshops and activities, not only as participants but also as leaders and facilitators, strengthening their skills, confidence, and capacity to guide and inspire others.



**Bread-making:** Stairway boys take the lead in a hands-on baking workshop with guidance from their Houseparent.



**Theatre:** Snapshots from our plays *The Lorax* and *One Wish Christmas Tale*—stories brought to life on stage by our Stairway kids and enjoyed by elementary students and community members.



**Golf and Chess:** The boys honed their strategic skills in a chess tournament, earning recognition and an invitation to Puerto Galera’s Annual Chess Tournament, and also developed focus and coordination through playing golf.



Rommel (far right), an FHP kid, with peer educator Gian (middle) and an IP youth from Baclayan, Lebi, during the National Council for the Welfare of Children (CWC) dialogue.

- During the program evaluation with the FHP boys, we developed the Child Intervention Growth Plan (CIGP) and its checklist. This tool provides a clear roadmap to guide each child's healing, learning, and life skills, ensuring consistent interventions and tracking progress toward safe reintegration and independent living. We recognized that the CIGP needs further refinement to better measure each child's development.



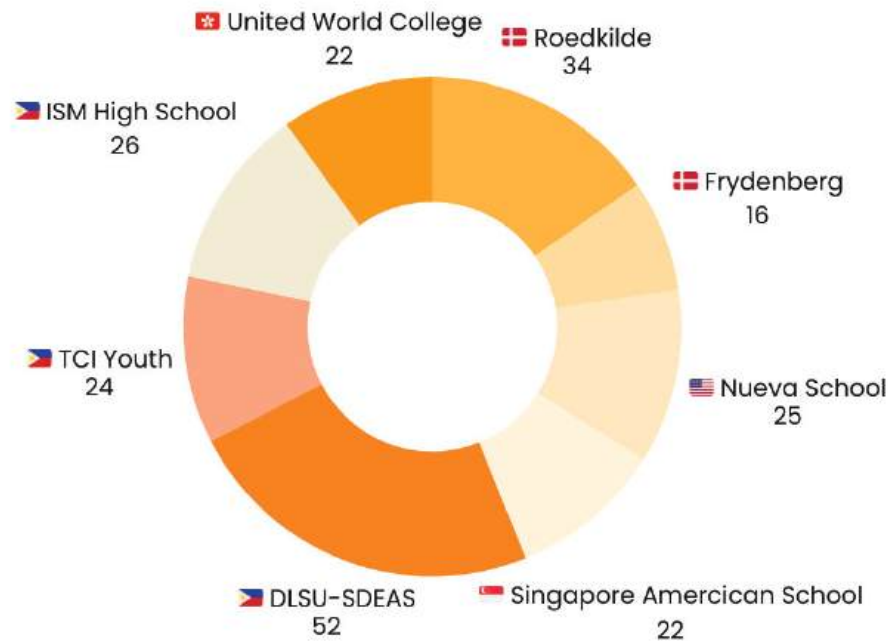
*"I felt valued and truly heard. I got to speak with other young people. It was an amazing feeling to see them learn from my experiences. This opportunity helped me become more confident, more vocal, and better at socializing without doubting myself. I met many new friends who didn't judge me based on my past. I realized that being a former street child could not stop me from reaching my dreams."*

– Rommel, 16, who represented Stairway during the National Council on the Welfare of Children (CWC) Dialogue.

## Inclusive and Cultural Exchange Camps

Through the Youth for Change and Deaf and Hearing camps, students connected with Stairway kids and local youth, sharing cultures and celebrating empathy, diversity, and inclusion.

Graph 2: 2025 Camp Participants



A total of 169 students joined the Youth for Change Camps from both local and international partner institutions. Their schools represent four countries, bringing together participants of diverse nationalities. With strong engagement from long-standing partners, the camps continue to expand in reach and strengthen cross-cultural collaboration.



This year marked our 16th year of collaboration with De La Salle–College of Saint Benilde’s School of Deaf and Applied Studies (SDEAS), highlighted by the participation of 52 students in the 2025 Deaf and Hearing Camp.

## Independent Living and Educational Assistance (ILEA)

Under the Independent Living and Educational Assistance (ILEA) program, beneficiaries engaged in activities that strengthened their practical life skills, financial management, and overall readiness for independent living.

The ILEA boys engaged in a variety of activities, such as:

- Organic farming and housekeeping trainings
- Job readiness workshops (résumé writing, interview skills, professional etiquette)
- Life skills and future planning sessions, including application for social security benefits
- Self, peer, and supervisor appraisals with social worker guidance
- Financial literacy and bank account management



With Stairway staff as facilitators, ILEA boys are trained on communication, job readiness, and financial management.



Kuya Mark (the one on the far left wearing blue), once an FHP beneficiary and now our new houseparent, participated in the Houseparents' Capability Building Program organized by the Department of Social Welfare and Development (DSWD) Academy to equip himself with the skills needed to guide and support the Stairway children.

## Staff Capacity-Building

We continuously strengthen the skills and knowledge of program staff working directly with Stairway boys by attending internal and external training on teaching classroom management, child development, mindfulness, houseparenting, gender and sexuality, post-traumatic growth, and case management.



Ate Donna, our resident social worker, served as resource person, and shared insights and practical strategies with 68 social workers across the country during the DSWD Standards Bureau's Case Management Training.



## Community Assistance Program (CAP)

Stairway continues to enhance its processes and capacities to respond to the need for community development. We expanded our livelihood and education projects in terms of activities and partnerships, while also implementing food security, health, and education projects in two isolated and disadvantaged indigenous communities.

## Educational Assistance Initiative (EAI)

- A total of one hundred thirty-seven (137) beneficiaries successfully graduated for the school year (S.Y.) 2024-2025.
- For S.Y. 2025-2026, we admitted 181 new beneficiaries in the program, bringing the total number of beneficiaries to 557. Among these, 33 beneficiaries were no longer part of the program due to emerging concerns and changing circumstances. Most were IP students from geographically isolated and disadvantaged areas (GIDA) who transferred when their families relocated for work. Others faced academic or family-related challenges, for which we provided guidance and case management support.

Graph 1: Active EAI Scholars S.Y. 2025-2026



Stairway conducted home visits as part of the case management of EAI scholars. These visits helped provide guidance tailored to each child's situation.

*“Being a volunteer teacher and a Stairway scholar has been a transformative experience. It has allowed me to empower fellow scholars from diverse backgrounds and strengthen my advocacy to inclusive and child-centered education.”*

—Justin, EAI beneficiary and 4th-year Education student, who has been tutoring two EAI scholars with special needs

- 516 EAI beneficiaries have obtained and activated their ATM cards. For beneficiaries residing in GIDA, we distributed their monthly allowances through cash payments.
- 274 high school beneficiaries from Grades 7-12 completed Stairway's Life Skills sessions, with highlights on Adolescent Sexual Reproductive Health (ASRH) designed to empower participants with accurate, age-appropriate knowledge to make informed and responsible decisions.



Child Sexual Abuse and Exploitation (CSAEP) and Life Skills sessions provided a safe and empowering space for the beneficiaries to deepen their knowledge on child protection. The flow of information in these safe space and sessions run two-way and provide our social workers with an insight into the realities and most pressing concerns of children and youth right here right now. They are a finger on the pulse.

- Aside from student beneficiaries, we conducted CSAEP training for 152 parents and guardians to equip them with skills to recognize and prevent child sexual abuse and understand the importance of handling disclosure and reporting.
- During CSAEP sessions, we received disclosures from both children and their parents and responded through appropriate interventions. The consolidated support we provided is reflected on page 45, together with other community-based cases we handled.



The increased participation of male guardians during CSAEP trainings shows a positive shift toward empowering the community and challenging gender-role and victim-blaming stigmas.



## Baclayan Community Development

### Social Enterprises

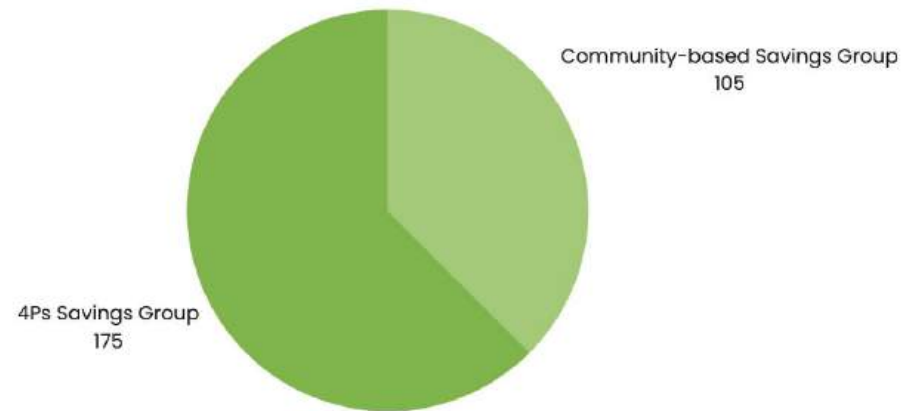
- **Livelihood Training Initiative:** To boost the confidence, social protection, and financial capacity of Baclayan Food Security Association (BFSA) mothers, we have conducted nine (9) sewing training workshops, covering skills in making tote bags, school uniforms, beddings and pillowcases, toymaking, and neck pillows.



Nineteen (19) BFSA-PEP members generated a total of P 47,235.00 in sales this year. The income was allocated as follows: 10% for BFSA, 20% for the PEP enterprise, and 70% as earnings for the women seamstresses.

- **Sarigan Savings and Credit Association (SSCA):** The association now has 280 members across thirteen (13) savings clusters. Sarigan Savings, initially organized in Baclayan, is now replicated in other communities, in partnership with the Pantawid Pamilyang Pilipino Program (4Ps).

Graph 2: Members of Sarigan Savings and Credit Association (SSCA)



*“Before, we were not allowed to save money because our tribe believed it would make us sick. Through Sarigan, this belief changed, and we learned to see the value and importance of saving in a new light.”*

—Hayreen Bugkat, Sarigan Savings and Credit Group Chairperson, and member of Sarigan Savings Group 1, who now has a joint savings of P 233,703.00.

- Establishment of Training Bakery: Since the inception of the baking training in September, five (5) active members have been taking weekly shifts to bake bread to provide snacks for the students of Baclayan Mangyan School (BMS). We are providing the group with ingredients as their starting capital.



*“I realized that I can still learn new skills even as a full-time mother to my three children. We never thought we could have a bakery in Baclayan. It also provides additional income to help cover daily expenses, especially household needs.”*  
 —Dinalyn Banaag, BFSA Member



BFSA-TSB members after completing their first bread-baking output.

- Silk Screen, Bracelet Making, Natural Soap Making: Baclayan Food Security Association ventured into other livelihood opportunities, such as the silk screen printing, which featured designs created by a youth from Baclayan and printed on tote bags and pouches. Aside from this, bracelet-making using indigenous materials and soap-making are opportunities that they are exploring as additional sources of income.



Children and youth in Baclayan actively took part in different community activities. Stairway continues to support their engagement and ensure their voices are included in decisions that affect their community.

## Children’s Participation and Empowerment Activities

This year, we conducted several consultations, training, and sessions on how children’s participation can be made more meaningful in different settings, whether in the family, in school, community, in local governance, and on social media.

The following are activities that the Baclayan children actively participated in.

Activity/Topic	Female	Male
<b>National Consultation on Children and Youth Participation</b> National Action Plan for Preventing Child Early and Forced Marriage and Unions (CEFMU), 20th Council for the Welfare of Children (CWC) Legislative Agenda of Children (CLAC), UNICEF Adolescent and Young People’s Engagement on Joint Gender and Adolescent Strategy, Harmonized Children’s Participation Framework	2	1
<b>Local Training Sessions about Legislation and Policies, Children and Youth Participation</b> Mangyan Summit, Ordinance Learning Sessions on Child and Youth Participation, Children Consultation, Provincial Youth Parliament, Municipal Children’s Congress 2025	7	7
<b>Education, Sports and Play</b> Junior Educators’ Training, Special Saturday Sessions, Balai Adaran, Children’s Health and Education Center (CHEC) Day, Team Building Activities	61	31
<b>Livelihood and Social Protection</b> Savings Group for Children, Bread Making, Silk Screen, Focus Group Discussion on livelihood in Baclayan.	27	11
<b>Storytelling and Theater Sessions</b> Teatro Tamu Ani Theater Sessions, Storytelling in partnership with Teach for the Philippines	30	5
<b>Total Children Engaged</b>	<b>127</b>	<b>55</b>



Stairway implemented initiatives to support students' digital skills, confidence, and responsible use of technology through our ICT Learning and Resource Center. However, children and youth are also vulnerable to excessive or unregulated screen time. One concern we addressed this year was the barangay's free Wi-Fi, which allowed unlimited access to the users. After raising this during the BCD evaluation, the barangay blocked inappropriate sites and implemented a 9:00 PM cutoff to help students stay focused and limit late-night gadget use.

- During the Mangyan Summit last November, the newly elected IP Mandatory Representative commended Samahang Kabalik ng bawat Bata (SamaKaBa), a Barangay Children's Association (BCA), for presenting their 2024 project achievements and encouraged Mangyan leaders to prioritize children and youth through relevant awareness and capacity-building activities. It is becoming evident that the progress in terms of women and children's rights and participation in Baclayan are inspiring and influencing far beyond the village.

*"I have experienced how challenging it is when support from local officials is lacking. Serving as an Sangguniang Kabataan (SK) member allows me to act as a bridge for SamaKaBa advocacies, including cybersafety, environmental protection, prevention of teenage pregnancy, and the promotion of child rights and meaningful participation."*

—Bernard Camo, SaMaKaba Member, EAI beneficiary, and SK member in Brgy. Baclayan

## Health and Wellness

- 114 4Ps community members from three IP villages attended a series of Reproductive Health Education (RHE) sessions, covering myths and facts on reproduction, menstruation, pregnancy, and contraception.
- Stairway supported the nutritional needs of 45 Baclayan Mangyan School learners identified as malnourished or at risk by serving targeted supplementary snacks.

## Food Security, Education, and Health Development in Indigenous Communities

Stairway supported the holistic development of indigenous communities in Sipit Saburan and Ambang through long-term, community-based approaches. Despite challenges in building community ownership, we remain committed to empowering these communities and strengthening local engagement.

- **Deworming Program:** A total of 225 community members from Ambang (142) and Sipit Saburan (83) were provided with deworming pills (Albendazole) prescribed by the Department of Health.
- **Health Awareness and Hygiene Education:** Stairway organized a session on healthy lifestyles, hygiene, and human parasites, including a handwashing workshop, attended by 119 participants.
- **Soap-Making Workshop:** Stairway trained 42 community members (7 from Sipit Saburan, 35 from Ambang, including adults and high

school students) in soap-making using virgin coconut oil as part of health interventions and preparation for sanitation stations. The handmade soap is now being enhanced with locally sourced medicinal juices.

- **Coffee Production:** During the first semester, the community members in Sipit Saburan processed around 4 kgs of coffee beans and 6 kgs of cacao beans into finished products through community-based, hands-on training. Since the coffee fruiting season runs from January to March, there was no coffee production in the second semester.





Hauling construction materials and the actual building work for the Balai Adaran and sanitation station construction projects were carried out through volunteerism. In Ambang, 78 volunteers (53 men, 25 women) and in Sipit Saburan, 44 volunteers (39 men, 5 women) contributed two to three days per week on a rotating schedule.

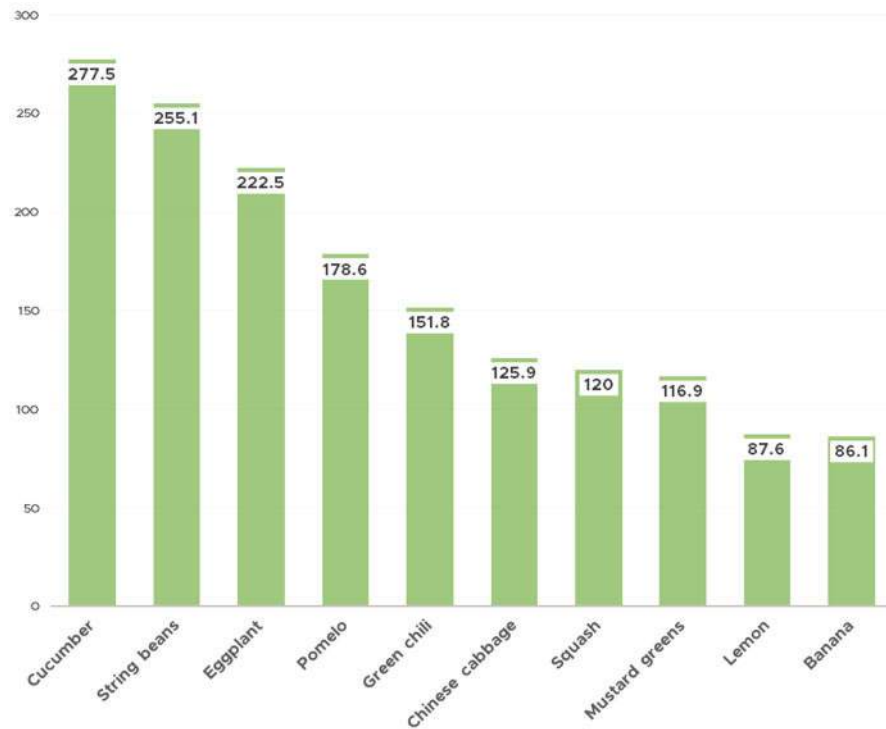


- **Balai Adaran Learning Center Construction:** The Balai Adaran in Ambang is in its finishing stages, while the structure in Sipit Saburan is currently undergoing roofing. These learning centers aim to support local education and community activities.
- **Child-Centered Teaching Training:** Stairway conducted a two-day training on “Child-Centered Teaching: Learning Through Play” for 30 teachers, parents, and EAI beneficiaries in preparation for the launch of Balai Adaran next year.

## Stairway Organic Farm

Stairway continues to provide fresh, organic produce to meet the organization's kitchen needs, while exploring opportunities to generate income from surplus harvests. We have also initiated discussions with local market vendors to collect organic waste to increase the production of organic fertilizers.

Graph 2: Top 10 Harvested Crops in Kilograms



Through farm work, Jeffrey and Kenneth develop skills, self-reliance, and confidence as part of FHP's Independent Living and Educational Assistance (ILEA) initiative.





Stairway farm workers harvesting vermicast, a nutrient-rich organic fertilizer used to support sustainable farming practices.

- From January to December 2025, we harvested a total of 3,706 kilograms of vermicast that were fully utilized on the farm, contributing to improved soil fertility and crop productivity.
- To increase the collection of organic fertilizer, we started talking to several market vendors about our initiative to collect organic waste. We plan to add three additional compartments to be used as a fermentation area for the collected organic waste.
- A total of 12 groups (321 individuals), including partners, friends, and beneficiaries, visited the farm for tours and hands-on experiences.
- There are currently 830 thriving coffee plants at the farm. No harvest has been made so far as most flowers fell off due to changing climate conditions, and the remaining flowering plants are not yet ready for harvest.
- From the 300 dwarf coconut seedlings planted in the first semester, only 130 thrived due to damage caused by shell rot because of constant heavy rainfall.
- We installed a net roofing and fence at the duck poultry and made an additional area for the ducks' pathway going to a pond.
- Our team attended the following trainings to build staff capacity at the farm:
  - National Certificate II (NCII) in Organic Agriculture facilitated by Agricultural Training Institute
  - Coffee planting and post-harvest management facilitated by our volunteer from Uganda



## Environmental Awareness for Children and Youth (EACY)

In 2025, Stairway continues to advance environmental education, youth leadership, and community-based conservation across Puerto Galera and partner communities. Despite challenges with staff transition, we managed to strengthen local engagement in EACY initiatives. Our learning experiences this year will inform strategies for the coming year to support our goal to embed environmental stewardship within local schools, youth councils, and communities.



Aboard the Sea Adventure School, students discover the beauty of our marine life and deepen their understanding of the ocean ecosystem.

## Sea Adventure School (SAS)

Through SAS, we engaged young learners and partners in hands-on exploration of marine ecosystems. Students and other participants explored coral reefs, mangroves, and seagrass habitats while integrating lessons on ecosystem interdependence and stewardship.

- With 61 completed trips this year, the floating classroom brought immersive environmental learning to 1,693 participants from different schools and partner groups.

Partner Category	No. of Trips	No. of Participants
Local School Partners	42	1,136
National & International Partners	8	308
EACY Program Partners	11	249
<b>TOTAL</b>	<b>61</b>	<b>1,693</b>

*“I was delighted to be part of the first batch of SAS participants from the Municipality of San Teodoro. I hope more batches in the future will be able to experience this fun and educational trip. The trip raised our awareness and deepened our understanding of our environment.”*

— Cherry, Grade 9 student from San Teodoro National High School, a newly onboarded SAS school partner from the neighboring municipality.

- Stairway strengthened its partnership with the Schools Division Office (SDO) of Oriental Mindoro through a Memorandum of Agreement covering both the SAS and our Local Child Protection Project. The agreement supports the delivery of SAS and marine education for public school learners and affirms our shared commitment to protecting children’s rights, including their right to a healthy environment.
- Among the 17 SAS facilitators trained last semester, Puerto Galera teachers actively implemented the new approaches, while new San Teodoro facilitators are still building their facilitation skills. We look forward to supporting their development and active engagement in the program next year.
- The SAS crew and our EACY dive instructor joined a refresher course and emergency drill facilitated by the Philippine Coast Guard to ensure safety at sea, including man-overboard recovery, fire control, and evacuation procedures.



The children's visit to Stairway left a lasting impression, as they reflected on both the important environmental lessons from the Lorax play and the memorable moments spent with the Stairway kids.

## Environmental Education and Theatre

Stairway continues to engage children in environmental literacy through creative advocacy and theatre. The Lorax remained a core tool for translating environmental issues into resonant learning experiences.

*"The play closely followed the Lorax book I read in 4th grade. I was inspired by the lessons on planting more trees and reducing pollution in the air and the ocean. I also learned how plastic harms our marine life. It was a wonderful play, and I would love to watch it again."* — Learner from Puerto Galera Academy

*"From the moment we arrived at Stairway, we felt happiness and excitement. We were amazed by the talent of the Stairway kids! We all had a chance to sing along to "Unless" with them, which made the experience even more joyful as we took photos together. We never expected that what awaited us at Stairway would be so wonderful and fun."* —Learner from Tabinay Elementary School



This year, the Stairway children, under the direction of our Creative Director, staged The Lorax 13 times, reaching 1,019 learners across 11 schools in Puerto Galera. After each performance, students joined a sharing session, discussing what they've learned from the show and how they could take action in their own communities.



Through our regular environmental classes, FHP kids took part in eco-focused activities such as upcycling. They learn how creativity can transform recyclable waste into useful items while building a deeper sense of responsibility for the environment. The sessions are conducted at our EACY Dive Center, which serves as a dive facility and a hub for activities with the kids and EACY youth groups.

- Building on the environmental lessons from The Lorax, we provided a small grant for school-based eco-projects led by the Supreme Elementary Learner Government (SELG) of the schools that watched the play.
  - Sto. Nino Elementary School established a Material Recovery Facility (MRF) with daily classroom waste segregation. Collected materials like plastic bottles and paper are coordinated with a designated junk shop contact for recycling.
  - Baclayan Elementary School set up an MRF too and installed six creative Lorax signs around the campus to promote proper waste management and environmental awareness.





Now on their fourth year of support, our Filipino seafarer friends from Berge Bulk visited last May to experience the program firsthand and continue to rally their crewmates for the Live Well + Give Well campaign, generating funding and awareness for Stairway's programs.

## Live Well + Give Well Campaign

Below is an overview of the support contributed by the Berge crew through their donation:

- We are currently updating and replacing our theater lights to ensure a safe setting for our environmental-themed events and plays, after a small fire during rehearsal broke out. In April 2026, a longtime volunteer and sound-and-lights engineer will personally install the system and replace the wiring.
- After the successful midyear installation/submersion of a Lorax statue off Aninuan Beach, we have continued the initiative supported by MENRO Puerto Galera by preparing three additional Lorax installations for other dive sites to further strengthen environmental awareness.

- To enhance the learning and safety of the students during SAS trips, we purchased essential gear such as life jackets, snorkeling sets, and goggles, and carried out essential repairs and upgrades to our floating classroom, Berge Apo.
- Beyond our environmental projects, the donation also supported community and facility improvements, including resurfacing the Stairway sports court and building protective fencing, scheduled for January 2026, and improving sanitation stations in two remote Mangyan villages.



A Lorax figure at the dive center greets divers and locals, serving as a reminder to care for the marine environment.

## Youth Engagement Initiatives

Over the year, Stairway carried out a variety of initiatives, including environmental education sessions, youth camps, awareness talks, citizen science activities, and community-led projects, reaching a total of 522 children and youth across schools and communities.

- This year, we strengthened youth engagement in two indigenous communities: Sipit and Ambang.
  - Sipit-Pagturian EACY Club (23 members) completed a series of trainings and committed to serve as facilitators at the Balai Adaran Community Learning Center. Members also attended the Climate Reality and Plastic Crisis Talk, facilitated by a Stairway-trained CRPC facilitator.
  - Ambang EACY Club (30 members) conducted regular clean-up activities, with six members trained as Balai Adaran facilitators in their community.



From scuba diving to rallying community-based clubs, young people, and even their parents, are diving into action, learning, advocating, and leading initiatives for a healthier and more sustainable environment.





SK chairpersons, together with the two new EACY Project Officers, gathered to plan next year's youth-led environmental initiatives in Puerto Galera.

- This December, we brought together 13 Sangguniang Kabataan (SK) chairpersons, the youth officials responsible for leading programs and policies for young people in their barangays, to review Puerto Galera's current environmental landscape.
- Following the EACY Project Development Camp last June, six youth groups received grants to implement their environmental projects. Due to staff transition, the projects have encountered implementation challenges and remain in progress. This experience has provided valuable insights that will help us offer guidance and support for future youth grant cycles.
- In celebration of World Ocean Day, 137 children and youth took part in beach and river cleanups and an eco-treasure hunt, embracing this year's theme: "Wonder: Sustaining What Sustains Us."

## Special Events

In April and June, we celebrated special events that served as a bold call to action for protecting our environment— Earth Day, which coincides with Stairway's 35th anniversary, and World Ocean Day.



Stairway kids, staff, and guests celebrated Earth Day with a week-long lineup of art, films, an eco-treasure hunt, beach games, and sunset concerts by Minstrels of Hope and the University of the Philippines Los Baños (UPLB) Choir.





Stairway team celebrating Earth Day and our 35th anniversary, marking decades of dedication to children, communities, and environmental stewardship.

Child protection and environmental care go hand in hand, as children’s well-being is closely linked to the environments in which they grow up. In celebration of Earth Day and our 35th anniversary, we reaffirm our continued commitment to programs that uphold children’s rights while promoting responsible stewardship of the environment.





EACY Dive turns diving from a recreational activity into a tool for shaping environmental awareness among young people, which arguably has longer-term impact on marine life conservation than reef work alone.

## EACY Dive Center

- EACY Dive is one of a kind. The diving itself is directly tied to education and social impact, not just conservation as an add-on. The dive center works as a funding mechanism for a broader mission, like helping to support sustainable operation of our floating classroom, the Sea Adventure School.



As Puerto Galera's only nonprofit dive center, we offer meaningful experiences for every diver and exploration of marine ecosystems with environmental education.

We are still challenged in the operation of EACY Dive, so we appreciate the assistance and support offered to us by PADI. Still, 2025 showed some progress in our “dive for a cause” efforts, serving a total of 58 clients. Some availed more than one service, resulting in 69 completed dives across both fun dives and formal courses.

Types of Dive	No. of Clients
Boat Dive	20
Shore Dive	15
Discover Scuba Dive	23
Refresher	1
Open Water	9
Follow-up Dive	1
<b>TOTAL:</b>	<b>69</b>



Forty-three Man and Biosphere Reserve Day participants joined the SAS trip and watched the screening of The Lorax as part of their benchmarking activities at Stairway.

## Fostering Partnerships

- As part of the Biosphere Reserve Day, we hosted the UNESCO National Commission (UNACOM) of the Philippines and youth representatives from other Man and Biosphere (MAB) Reserves in Apayao, Albay, and Palawan, for a learning exchange. In partnership with MENRO Puerto Galera, this highlights our role in knowledge-sharing across reserves.



The repair and improvement of our solar panels support our efforts to lower our environmental footprint and promote sustainable operations across our facilities, environmentally as well as financially.

- SolEnergy is a long-standing partner and supporter that over the past 11 years has turned Stairway over to nearly 100% renewable energy. As it has become a tradition, 90 members of the SolEnergy Team visited Stairway in December to further upgrade our system with new Lithium Ion batteries and making general overhaul and service to our entire power system on three sites, our Aninuan Main Office, the Baclayan farm, and the sun powered delivery of water from our deep well.





We conducted several capacity building sessions among our colleagues to establish a pool of training facilitators, with representatives from each program unit. This core group strengthens internal capacity and ensures consistent delivery of key messages across child protection trainings.

## Advocacy and Capacity Building

Advocacy and capacity building remained a core strategy of Stairway, aimed at strengthening child protection systems at national and local levels. The year marked a consolidation and transition period for our advocacy and capacity-building work. From the first half of the year, our efforts focused on completing and drawing lessons from the Global Program Philippines, while continuing to move beyond pilot activities toward strengthening institutional systems, supporting the local application of national standards, and generating outcome evidence.

Anchored in grassroots implementation and informed by our local experience, our efforts increasingly contributed to shaping more coherent systems at the national level. To further consolidate and sustain these gains, we established a Safeguarding, Training, and Consultancy Unit (STCU) in July 2025. It is a cross-cutting unit that provides training, policy development, materials creation, and technical consultancy services to strengthen safeguarding initiatives across all Stairway programs. These efforts included enhancing child protection capacity of Stairway and its partners, promoting safeguarding compliance, and supporting external program implementation.

## e-learning and Institutional Partnerships

Stairway leverages strategic cross-sector partnerships to drive mass advocacy and expand the impact of its e-learning initiatives. Through long-term collaborations, and advisory engagements, we sustained key partnerships with government agencies focused on aligning capacity-building initiatives with existing mandates, national laws, and operational realities of duty-bearers.

- **Department of Education (DepEd):** In 2025, the Child Protection e-learning Course for Educators, co-developed with DepEd, reached 3,168 completers nationwide, strengthening educators' capacity to address child protection concerns. Classroom-based Anti-OSAEC and CSAEM sessions reached 568,638 learners and generated 1,892 disclosures, which were referred to appropriate school authorities. Using the Retrospective Self-Assessment Tool (RSAT), results showed improved learner understanding of self-protection, online safety, and their rights across all key stages (see link). In collaboration with DepEd, we are piloting an anti-bullying mobile application, developed with children's input, to strengthen and complement Stairway's e-learning courses to be launched in the 2nd quarter of 2026.
- **Council for the Welfare of Children (CWC), in collaboration with the Department of the Interior and Local Government (DILG):** Stairway supported the development and approval of the Local Child Safeguarding and Protection Policy (LCSP) Document Guide which establishes minimum standards for LGUs in developing, implementing, and institutionalizing child safeguarding and protection policies. We are currently developing a corresponding LCSP e-learning course, which will be hosted at the Local



As part of our partnership with the Department of Education, we use our animations and e-learning platform to engage students and teachers to deepen their understanding of key online safety issues.



Government Academy (LGA) e-learning platform accessible to thousands of LGUs and Local Councils for the Protection of Children (LCPCs) across the country to strengthen local child protection mechanisms and child-safe governance at the community level.

- **Department of Social Welfare and Development (DSWD):** In 2025, the Child Protection Policy (CPP) of the Philippine Poverty Alleviation Program was approved by the DSWD and readied for nationwide implementation, with Stairway providing technical support in its development and crafting. Building on this milestone, the development of the Child Sexual Abuse Prevention e-learning course for the program implementers progressed throughout the year and remains ongoing. The course is designed to provide

upskilling for thousands of City and Municipal Links nationwide. Content finalization is nearing completion, after which the course will be rolled out across all 16 regions in the country. The Philippine Poverty Alleviation Program covers 3.8 million household, which roughly estimated is around 23 million people.

- **Philippine National Police- National Police Training Institute (PNP-NPTI):** The PNP- NPTI, supported by Stairway, began developing the Child Sexual Abuse Prevention e-learning course for police officers in the Junior Leadership Course in 2025. Key groundwork, including content development and eventual integration into the Program of Instruction (POI) under the Academic Integration module, is ongoing, with completion and Academic Board submission planned for the 1st quarter of 2026.

- **National Coordinating Council Against OSAEC and CSAEM (NCC OSAEC-CSAEM):** Stairway piloted the RA 11930 e-learning course, reaching 1,568 local child protection committee members. The initiative aims to expand LGU, LCPC, and BCPC participation, helping members translate RA 11930 into actionable local action checklists across prevention, regulation, response, coordination and reporting. As CSO focal for Key Result Area 1 (Prevention and Advocacy) of the First Philippine Strategic Plan (2025–2028), Stairway also contributes to the Technical Working Group drafting guidelines for the Child Sexual Offenders Registry (CSOR) to strengthen national safeguards.



Stairway works alongside government partners to strengthen child protection mechanisms, from classrooms to communities across the Philippines, supporting safer, more responsive systems for children.



Stairway advances child protection through strong collaboration with both government and private partners, grounded in the belief that protecting children is a shared responsibility across sectors.

## Key Strategic and Cross-Sector Partnerships

Building on our technical expertise, we worked with a range of external partners through consultancies that strengthened safeguarding systems, supported policy development, and expanded capacities for child protection in varied contexts.

- **Real Madrid Foundation (RMF) through ANAKK-Sta. Cruz Foundation:** Following the development of the Social Sports Schools Program Child Safeguarding Standards, Stairway continued its partnership through the project “Strong Teams, Safe Screens: Cyber Awareness for Young Players and Parents,” and conducted a Training of Facilitators on Cybersafety for 15 ANAKK staff, volunteers, and coaches to strengthen their capacity to deliver age-appropriate child protection and online safety education.



- **Kindernothilfe (KNH) Germany:** Stairway continues to serve as an on-call Regional Child Protection Training Organization for KNH partners in Asia and facilitated a Child Protection Policy Training for partners in Pakistan last November 2025, supporting them in developing contextualized policies and integrating child protection into their programs. KNH continues to use Stairway’s e-learning in Nepal, Indonesia, Bolivia, Ecuador, Guatemala, Honduras and Peru.
- **Boy Scouts of the Philippines (BSP):** The Boy Scouts of the Philippines (BSP) is one of the world's largest scouting organizations, with membership estimates around 3 million. Through the Safer Scouting Philippines project, Stairway has successfully partnered with the BSP to establish a more secure environment for the scouting movement. In 2025, our collaboration culminated in the completion of a comprehensive National Safeguarding Policy.
- **Meta Philippines:** Stairway continues to be one of Meta’s Trusted Safety Partners in the Philippines. In this role, we engage in technical collaboration with Meta Philippines, helping ensure that children and youth are protected online while using their platforms, and promoting child online safety into the broader society. Key highlights this year include:
  - Meta APAC 2025 AI Literacy and Safety Summit - Stairway represented the Philippines as the sole Safety Partner among 45 regional partners.
  - Take It Down (TID) Campaign – We developed localized content including a one-minute animated video and social media infographics for National Center for Missing & Exploited Children (NCMEC)’s platform, launched with 15+ partners, including DOJ, DepEd, DICT, and PNP.
  - Nationwide TID Rollout – Stairway integrated TID materials into DepEd classroom sessions, reaching over 400,000 learners, and conducted TID School Caravans during National Children’s Month, reaching 3,123 Junior and Senior High learners across five regions.



Stairway collaborates with trusted partners to strengthen child protection systems and shape effective policies across diverse contexts.





The BTSNN General Assembly served as a platform for shared learning on OSAEC, CSAEM, and child and adolescent mental health, while facilitating the collective identification of priority advocacy directions of the network for 2026. It also reinforced multi-sectoral collaboration, including stronger engagement with civic partners.

## Break the Silence National Network (BTSNN)

Composed of civil society organizations, local government partners, and child rights advocates across Luzon, Visayas, and Mindanao, the BTSNN continued to serve as a national platform for coordinated advocacy and community-based action, translating shared advocacy into concrete action at the community level, with Stairway serving as its secretariat.

- Through school-based sessions, community orientations, youth activities, and parent engagements, 19 BTSNN member organizations reported reaching 41,039 children and 20,376 adults in 2025. Network members also documented OSAEC and CSAEM cases in their respective areas, highlighting both the persistence of online exploitation risks and the importance of sustained community presence and advocacy.
- Beyond awareness-raising, BTSNN members contributed to local systems strengthening by engaging with Local Councils for the Protection of Children (LCPCs), supporting the development of localized child protection policies, and helping operationalize referral mechanisms at the community and barangay levels. Youth engagement initiatives, including peer clubs and mentoring activities, further strengthened peer support and safe spaces for children.
- As part of the 2025 National Children’s Month celebration, BTSNN hosted the National Conference and General Assembly in partnership with the Council for the Welfare of Children (CWC) and Junior Chamber International (JCI) Manila.

## Safeguarding Policy Development and Capacity Building

Stairway led Child Protection Policy (CPP) writeshops across multiple sectors, supporting organizations to develop, strengthen, and institutionalize their safeguarding frameworks and providing hands-on technical guidance to partners in drafting their own Child Protection Policies.

- **Batangas Bahay Pag-asa** – Supported the strengthening of safeguarding systems for children in residential care through the development of its Child Protection Policy.
- **Davao de Oro Youth Development Office** – Assisted in drafting the Child Protection Policy Standards for Youth and Youth-Serving Organizations, marking a first-of-its-kind framework in the Philippines.
- **Department of Social Welfare and Development- Human Resource Development and Management Services (DSWD-HRDMS)** – Provided technical review and guidance to strengthen their existing Child Protection Policy.
- **Local Government Unit of Santa Rosa, Laguna** – Provided technical guidance in refining and finalizing the city’s Child Protection Policy, including provisions on child protection in emergencies.
- **Local Government Unit of Parañaque City** – Assisted the city in drafting the initial version (Draft Zero) of its Child Protection Policy and conducted a Refresher Training and Best Practice Exchange on Case Management for OSAEC-CSAEM
- **Navotas City Council for the Protection of Children** – Supported their BCPCs in developing localized referral guidelines for OSAEC and CSAEM cases.
- **Paglaum sa Kinabuhi (PSK)** – Supported the organization in developing its Child Protection Policy through a writeshop with project staff and congregational sisters managing the program.
- **St. William the Hermit Cathedral Parish Youth Ministry** – Offered technical inputs and recommendations to enhance their current safeguarding framework.



## Local Child Protection

This year, we strengthened partnerships, laid the groundwork for institutionalizing child protection initiatives, and expanded our reach to new areas, to provide children and communities support and capacity-building opportunities.

- Stairway has signed a new Memorandum of Agreement (MOA) with the Local Government Unit of Puerto Galera and the Schools Division Office of Oriental Mindoro to further strengthen child protection in both communities and schools in the province.
- With the technical assistance of the Regional Sub-Committee for the Welfare of Children (RSCWC) and the Regional Juvenile Justice and Welfare Committee (RJJWC), we provided capacity-building support through the following activities:
  - Reiteration of the functionality and mandates of the Barangay Council for the Protection of Children (BCPC) and the Municipal Council for the Protection of Children (MCPC);
  - Strengthening Responsive Duty Bearers through a Refresher Session on Child Protection Case Management (CSPC Protocol 2025) and the finalization of a localized case management flowchart for all BCPC Focals, MSWDOs, and WCPD-PNP;
  - Development of a Comprehensive Barangay Juvenile Intervention Program Plan; and
  - Preparation of the Local and Annual Investment Plan for Children for 2025–2028



Stairway works closely with the Puerto Galera LGU, whose efforts and our advocacies helped the municipality pass the Child-Friendly Local Governance Audit (CFLGA), recognizing Puerto Galera as a child-friendly community in the country.





As part of the continuing advocacy to break the stigma surrounding mental health, Stairway reached 1,279 students through awareness sessions conducted in various communities and schools across the province.



- Stairway celebrated the National Children’s Month with the following major activities:

Activities	Number of participants
<b>National Level</b> Department of Education National Children’s Month Celebration and National Students’ Day 2025 with a specific focus on OSAEC and CSAEM.	111
<b>Municipal Level</b> Municipal Children’s Congress 2025 centered on Cybersafety, Children Participation, Adolescent Sexual and Reproductive Health, Children’s Rights and Responsibilities.	219
<b>Community-based</b> Roll-out sessions of Stairway’s I am a child e-learning	335
<b>Total children and youth reached</b>	<b>665</b>



- Stairway advanced the Peer Education program with the Peer Educator’s Module, developed by Kabataang Radikal Kaakibat at Duyan ng Adbokasiya (KABARKADA), the peer education group of Puerto Galera National High School- Main Campus, with guidance from volunteer teachers. The module is now in its second phase of evaluation. We also trained a total of 35 senior and new KABARKADA members through Peer Facilitators Training aimed at strengthening their skills in session facilitation.
- In partnership with De La Salle College of St. Benilde- School of Deaf Education and Applied Studies (SDEAS), Stairway conducted a session on the Magna Carta for Persons with Disability and Basic

Filipino Sign Language, marking the start of collaboration with Calapan City College on disability rights inclusive education.

- We engaged 16 work immersion students in school-based advocacy roll-out sessions with children, addressing key issues such as cyberbullying, sexting, and sextortion.
- Aside from child protection and participation sessions with children and youth, we also conducted advocacy session with Stairway staff, teachers, school heads, parents, and numerous sectoral groups to strengthen community involvement in child protection.

Training	Participants
Adolescent Sexuality and Reproductive Health (ASRH) in partnership with Roots of Health	35 teachers and Stairway staff
Case Management Protocols and Development of School-based Interventions Program	209 School Heads, teachers and school personnel
Orientation on Anti-Online Sexual Abuse or Exploitation of Children (OSAEC) and Anti-Child Sexual Abuse or Exploitation Materials (CSAEM) Act	33 Regional DepEd Learners Rights and Protection focals
Mindful Parenting: Positive Discipline and Mental Health Awareness	112 parents and guardians
Gender Sensitivity and Child Sexual Abuse and Exploitation Prevention (CSAEP) Training	136 Sangguniang Kabataan Councils and Calapan City LGU partners
	39 members of the Tabinay Tricycle Operators and Drivers Association (TODA)
	25 members from four fraternities in Puerto Galera
	8 members of the Youth Ministry of the Immaculate Concepcion Parish Church



Children and youth engaged in a myriad activities this Children's Month, highlighting this year's theme on ending OSAEC and CSAEM, a cause we continue to advance.



Tricycle drivers of Brgy. Tabinay are proving that their role goes beyond transporting passengers, they are champions for child safety. Last October, they actively engaged in discussions on protecting children and promoting a safer community.

- Stairway provided case management support to municipal social workers, PNP- VAWC Desk Officer, and the school child protection team. Below is a summary breakdown of cases we handled and interventions we provided from January to December 2025

Type of Child Protection Issue	No. of Cases	Type of Services
OSAEC related case	1	Assisted the BCPC and MSWDO in handling the case
Cybersafety concern	1	Discussed the concern with the Guidance Designate regarding elevating the case to the school child protection team, and reiterated the importance of CPP in schools
Mental Health Concern	2	Provided counseling support and shared a copy of Stairway’s Mental Health Helplines
Sexual Abuse (verbal)	19	Assisted in guiding designates on handling documents for reporting, and provided counseling to child victims and their parents
Child Protection concerns	32	Provided counseling and guidance on reporting to the school Guidance Designate

## Other Speaking Engagements and Committee Memberships

Activity/Session Title	Organizer	Participants
Advocacy Seminar on Online Safety for Children	Local Government Unit of San Juan City, Manila	CSWDO personnels, VAWC Desk Officers, BLGU Officials, PNP, SK Officials
Basic Anti-OSAEC CSAEM Training	DSWD Academy	DSWD SWDA partners, CSWD/DSWD personnel. VAWC Desk, PNP WCPC
DepEd LRPD Specialization Course: CSAEP Session	DepEd CALABARZON and SOCCSKSARGEN	LRPD Regional, Guidance Counselors, School Personnel, CPCs
Child Sexual Abuse and Exploitation Prevention and Cybersafety Sessions	Kaunlaran Elementary School and President Sergio Osmeña, Sr. High School	Students, PTA members, and BCPC representatives
Digital Parenting: Gabay Magulang Webinar	Open Heart Foundation and RACCO MIMAROPA	Parent beneficiaries, foster and adoptive, parents, social workers
Child Protection Policy Trainings	Consuelo Foundation	Community-based and residential care facility partners of Consuelo
18-day Campaign: Respect, Boundaries, Consent Session	M.B. Asistio Senior High School, Caloocan	Junior High School and Senior High Learners
Cybersafety Step Up Training	SDO Province of Cavite	Junior High School and Senior High Learners
Annual Partners Conference	Consuelo Zobel Alger Foundation	NGOs, foundation staff, and stakeholders engaged in the foundation's programs
IACAT NGO Summit, "Online Safety: It's Everyone's Responsibility"	Inter-Agency Council Against Trafficking (IACAT)	NGO representatives, child protection officers, government social workers, law enforcement, and child welfare advocates.

Activity/Session Title	Organizer	Participants
Netflix Responsible Viewing Event	Movie and Television Review and Classification Board (MTRCB)	Media regulators, educators, parents' groups, youth advocates, and representatives from child-focused organizations.
Ba't Ako, Bata Ako!: A Roundtable Discussion on Safeguarding Children from OSAEC"	University of the Philippines (UP) Children's Rights Advocates League	Students from different programs and organizations
17th Ako Para sa Bata Conference, "Together We Can Cancel OSAEC"	Child Protection Network Foundation, Inc	Child protection actors, youth advocates, and government child welfare representatives.
Digital Literacy Among Children	Batang Juan TV Podcast	Netizens, especially parents, youth, educators, and online advocates interested in children's digital safety and literacy.

- We sustained active membership and meaningful participation in key inter-agency councils, supporting the alignment of child protection initiatives with government systems and priorities, including the:
  - Regional Advisory Council of the DSWD NCR Poverty Alleviation Program
  - Regional Juvenile Justice Welfare Councils of NCR and MIMAROPA
  - Regional Inter-Agency Council Against Trafficking- MIMAROPA
  - Regional Sub-Committee of the Council for the Welfare of Children- MIMAROPA
  - Navotas City Council for the Protection of Children (NCCPC)
  - Provincial School Board
  - Municipal Council for the Protection of Children

- Local Peace and Order Council
- Local Gender and Development Council
- Local Health Board

The establishment of a Safeguarding, Training, and Consultancy Unit (STCU) to support our advocacy and capacity-building initiatives implemented from grassroots communities and up to the national level, has further consolidated Stairway as a Learning and Resource Center for the Protection and the Promotion of Children's Rights. Through meaningful child participation, strategic partnerships, policy development, and technical consultancy, Stairway extends its influence to national and regional levels, supporting both government and civil society partners in strengthening their respective child protection systems.

## Admin and Finance Unit

- Hired and onboarded five (5) full-time employees, hosted six (6) volunteers assigned to Stairway Farm, and supervised eighteen (18) social work and humanities interns.
- Conducted a mindfulness session and team-building activity for SFI staff to promote employee well-being, collaboration, and overall workplace productivity
- Amended our Articles of Incorporation with the Securities and Exchange Commission (SEC)
- Successfully complied with audit requirements for Fiscal Year 2024 and submitted financial reports to donors and funders within the given deadlines
- Coordinated with existing and potential partners for resource mobilization to support the organization's programs and operations
- Processed our Bureau of Internal Revenue (BIR) Donee Certification that enables Stairway to receive donations that allows donors to claim tax exemptions and deductions
- Renewed the local accreditation with the Local Government Unit (LGU) of Puerto Galera to ensure formal representation in municipal development councils and registered as an accredited NGO with the Provincial Government of Oriental Mindoro
- Attended several workshops to enhance knowledge and skills in key areas:
  - Basic Occupational Safety and Health Training Course – provided essential knowledge, skills, and attitudes to implement workplace safety and health programs, reducing accidents, illnesses, and injuries.
  - Certificate Course for Mental Health Advocates – promoted mental health awareness and strengthened support for colleagues.
  - Certificate Course on Strengthening Communities through Resource Mobilization – enhanced skills in community development and mobilizing resources.
  - Donation and Valuation Training – gained knowledge on proper donation management, including receiving and utilizing donations effectively.
  - Enhancing Workplace Relations– improved labor-management relationships and promoted a safe, productive, and harmonious work environment.
  - NGO Management – strengthened management skills and fostered a supportive and ethical workplace culture.
- Supported the operational needs of both the Mindoro and NCR offices, ensuring smooth functioning and alignment with organizational goals

## Our Partners and Financial 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
- Berge Bulk, Singapore
- Boy Scouts of the Philippines
- Buk-Auto A/S, Denmark
- Converge ICT Solutions
- Edrington Singapore Pte. Ltd.
- Firetree Trust, Singapore
- Frydensberg Efterskole, Denmark
- Fundación Vicente Ferrer, Spain
- Global Giving Foundation, U.S.A.
- Grundfos Philippines
- International School of Manila
- IWG Plc
- Kindernothilfe, Germany
- Life Fonden, Denmark
- Marshall Foundation, Singapore
- Meta
- Metrobank Foundation, Philippines
- Metro Schrøder Fonden, Denmark
- MingYi Foundation, Taiwan
- Nueva School, U.S.A.
- Odense Katedralskole, Denmark
- PADI (Professional Association of Dive Instructors)
- Paula og Axel Nissen Fund, Denmark
- Phoenix Foundation, Switzerland
- Real Madrid Foundation, Spain
- Rødkilde Gymnasium, Denmark
- Roncalli Foundation, Canada
- Royal Danish Embassy Manila
- Singapore American School, Singapore
- Skanderborg Gymnasium, Denmark
- Solenergy Systems, Inc., Philippines
- Stairway Denmark
- Stephen Roberts, Canada
- Tage Abildgaard Holding
- Tondo Community Initiative, Philippines
- 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.



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