



**Bahay Tuluyan  
Foundation Inc**



# 2022 ANNUAL REPORT



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[www.bahaytuluyan.org](http://www.bahaytuluyan.org)

## A MESSAGE FROM THE PRESIDENT

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2022 was indeed another challenging Covid year but, in spite of that, everyone in Bahay Tuluyan worked tirelessly towards its goals and were able to help many children who have experienced neglect, abuse and exploitation. The Board and I, together with the Executive Director, are delighted to share such successes of the past year in this Annual Report.

None of these achievements would have been possible without the cooperation and hard work of BT's management and staff and especially the generous support from our friends and benefactors.

Maraming Salamat!

Your contributions have enabled us to continue providing vital services to vulnerable children and advocating for their rights. We look forward to your continued support and invite you to join us in the years to come as we work towards a brighter future for the children of the Philippines.

Maria Socorro Gonzaga  
President, Board of Trustees

## A MESSAGE FROM THE EXECUTIVE DIRECTOR

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As 2022 began we were still in the grip of the COVID-19 pandemic. Our movements were restricted in many ways and this impacted on nearly every aspect of our lives. It wasn't until around the middle of 2022 that most restrictions had been lifted and life could return somewhat to 'normal'.

At Bahay Tuluyan we continued, as we had since 2020, to adapt, to the constantly changing circumstances. We found ways to fill the gaps where our normal programs could not operate - online tutorials, webinars, small-group activities. We also learnt to innovate as new challenges emerged - rising cases of online sexual abuse & exploitation of children, changing political administrations, the challenges of 're-emerging' from extended lockdowns.

Despite the changes all around us, our strategic direction stayed consistent and we continued to be guided by our vision of a world where every child's rights are respected, protected and fulfilled. The pressing issues that inspired this vision - abuse, violence, poverty, exploitation, neglect - continued to challenge us to work towards sustainable solutions that could ultimately shift the playing field towards a more child friendly world.

Our programs and scope continued to be ambitious - 10 programs, 3 centers, 3 social enterprises including 4 farms. There were many times that I wondered if we had bitten off more than we could chew. But the call to respond to emerging needs was strong and our changemakers determined. With an exceptional cohort of staff, volunteers, funders, supporters and partners we have managed to continue to deliver and grow in our commitment to children, youth, families and the community.

We are extremely grateful to everyone who has been part of our journey, not only in 2022 but for the past 35 years - your support has allowed what you read about here to happen. We hope that you enjoy reading about Bahay Tuluyan's accomplishments in 2022 and continue to grow with us.

Catherine Scerri  
Executive Director



## ACHIEVEMENTS AT A GLANCE

**3** centers in 3 provinces

**4**  farms

**10** programs management areas

**6**

**1180** direct participants

**25,653**

hands-on vocational training hours for youth

**3**

social enterprises

**88%**

funding spent on direct program expenses



**3,888** volunteer hours

493 participants in Street Education & Support  
 118 Safe Tiki Safety Education sessions  
 19 Family Development Sessions  
 96 children supported in 19 different schools  
 116 Child Rights Ambassador Training sessions  
 101 participants in General Assembly  
 138 young voters in election  
 7 Quarterly Assemblies  
 168 youth with improved social inclusion  
 16 college scholars  
 33 youth with work experience, 88 with resumes

118 piglets born  
 2001 kg rice produced and 7,654 coconuts  
 28 families provided emergency assistance  
 68 children sheltered, 17 reintegrated  
 303 duty bearers trained  
 19 networks that BT was member of  
 7 new laws for children  
 45 professional development trainings for staff  
 26 volunteers from 4 countries  
 19 funding partners  
 8 local government partners



## OUR SITES

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### MANILA

Bahay Tuluyan Manila is a 5-storey building that includes a Drop-in Center, Sinag Center (shelter), and Makabata Guesthouse and Café

Located at 2218 Leveriza St., Malate, Manila

### LAGUNA

Bahay Tuluyan Laguna is a 2 hectare piece of land including a training center, 5 houses, community space, commercial building and Sibol Children's Farm.

Located at Barangay Masapang, Victoria, Laguna

### QUEZON

Bahay Tuluyan Quezon is a 1 hectare piece of land including a training center, 5 houses and Binhi Nature Farm.

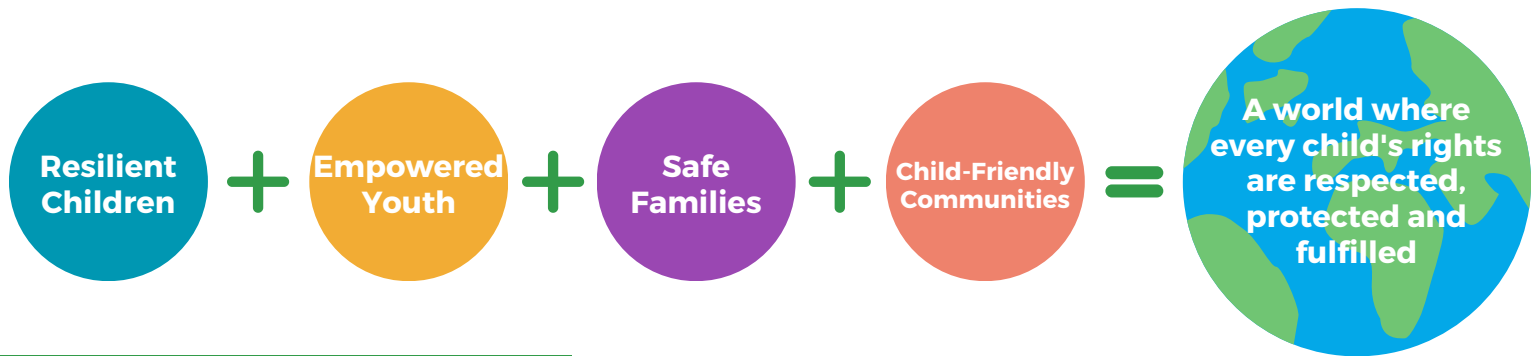
Located at Barangay Niing, San Antonio, Quezon



Bahay Tuluyan Quezon also manages our Uhay Nature Farm in Behia, Tiaong, Quezon and Tala Camp and Eco- Retreat in Lipa, Batangas.

## OUR STRATEGIC DIRECTION

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### VISION

We are committed to building a world where every child's rights are respected, protected and fulfilled.

### MISSION

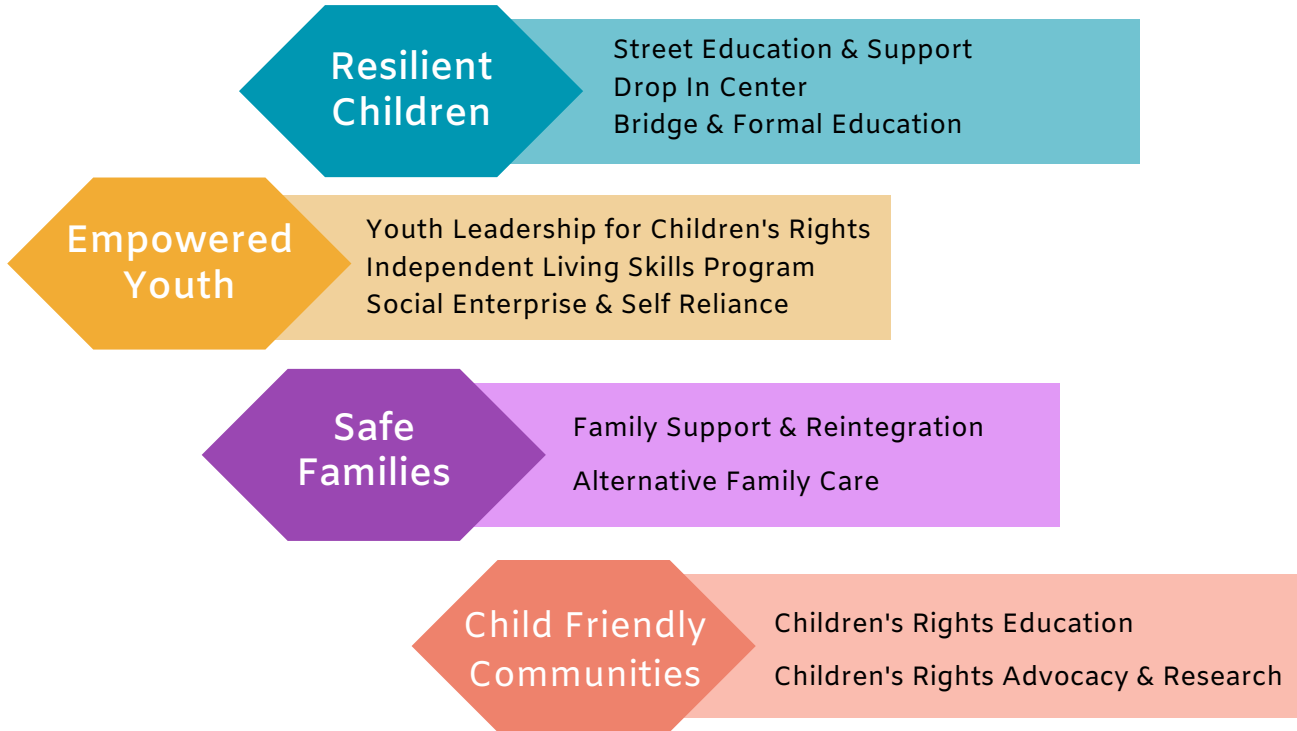
We are a children's rights organization that believes in the dignity of all children. We work to prevent and respond to abuse and violence against children and to ensure all children's rights are fulfilled and protected. We work in dynamic collaboration with and empowerment of children, youth, families and the community.

### GOALS

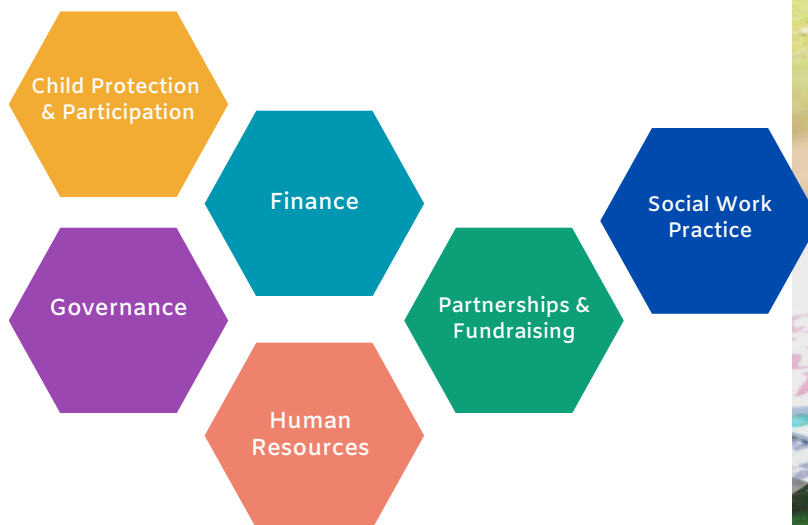
- Empowering at least 8,000 children to develop increased resilience and reduced vulnerability through the provision of child-centred, rights-based programs and services.
- Empowering at least 900 youth to be safe and healthy and to develop their potential to be independent, socially responsible members of the community.
- Assisting at least 400 children to live in safe family environments and helping at least 470 families reunite and/or stay together.
- Enabling child-friendly communities by capacitating at least 4,500 duty-bearers, strengthening systems and actively promoting children's rights locally, nationally and internationally.
- Being a leader in the field of children's rights, always learning, transparent, accountable and self-reliant, working towards generating at least 30% of our operational costs through social enterprises that promote youth empowerment.

# OUR PROGRAMS & MANAGEMENT AREAS

During 2022 we continued to run 10 programs linked to our four focus areas.



The management of Bahay Tuluyan was organized and managed according to the following 6 management areas.

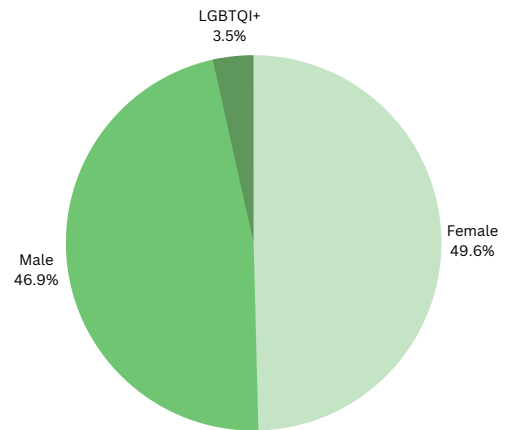
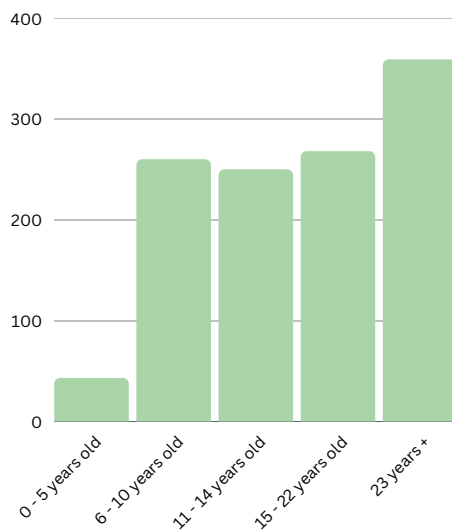




# OUR PARTICIPANTS

This year we reached a total of 1,180 direct individual participants across all of our programs. Each program and activity had a different target group, depending on the program's objectives. Some participants were involved in more than one program.

Age distribution of participants



Gender distribution of participants

2% of the child and youth participants we worked with had a confirmed or suspected disability. 12% were from the minority Muslim population.

The child and youth participants in our programs generally fell into one of the following categories:

- Survivor of, or at risk of abuse/violence, neglect or exploitation
- Homeless
- In conflict with the law

The adult participants in our programs fell into the following categories:

- Parent, relative or guardian of child, youth served by Bahay Tuluyan
- Government or non-government duty bearer working, or with impact on children and youth



# STREET EDUCATION & SUPPORT

Program Objective - Assist children in street situations to access services and improve knowledge and skills for staying safe and healthy

COVID restrictions impacted the implementation of the Street Education & Support program during 2022. Face to face activities began in February and were conducted in small groups at BT Manila. By August the team was able to conduct operations in our 4 areas on a weekly basis.

2137 children participated in 118 Safe Tiki Street Education (STSE) sessions and received support and assistance from a social worker.

Children were assisted with health, education & legal concerns.

## Key Stats

- 493 participants
- 118 STSE sessions
- 19 Family Development sessions
- 36 cases managed/monitored

## Areas of Operation

Throughout 2022 the Street Education & Support program served the following areas in Manila:

- Delpan
- Happyland, Tondo
- Malate
- Quiapo



*I wish you could teach more kids, especially on the street*  
Child participant



Mellanny Siban-Oxales  
Focal Person



Abigail Abuedo  
Assistant Focal Person

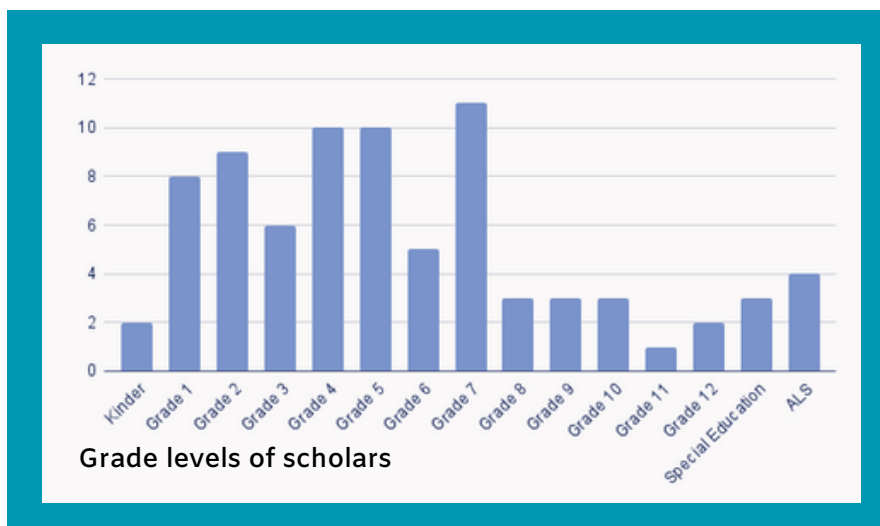
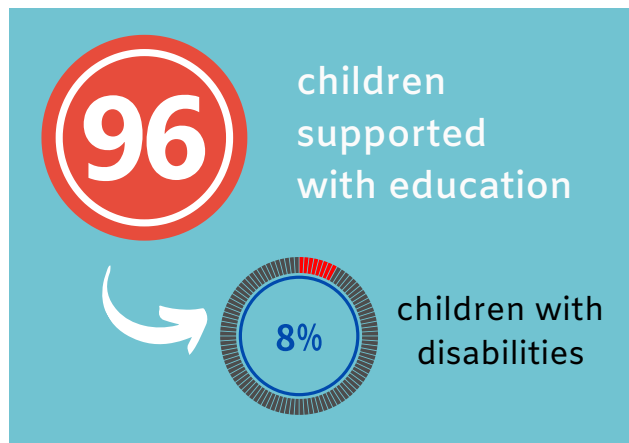
# BRIDGE & FORMAL EDUCATION

Program Objective - Support children to achieve their educational potential

Until May 2022 schools remained almost entirely closed to face to face education and BT scholars were supported with modular or online education. Schools gradually reopened in September for the 2022-2023 school year.

BT supported 96 children and youth to access education, including through the provision of financial support, school liaison, tutorials and the provision of school supplies.

Scholars from BT attended 19 different schools in Manila, Laguna and Quezon.



Scholars honed their skills using IXL, an online learning platform



Thank you BT for helping me study. You help us achieve our dreams.

Child participant



Abigail Abuedo  
Focal Person



Roan Vicente  
Assistant Focal Person



## BRIDGE & FORMAL EDUCATION

‘When we came to BT, it was a really big thing. I learnt to read. Me and my older sister had other mothers to help us look after our little brothers and sisters.... The biggest thing that has changed is that we are now all enrolled in school. We are all going to school again. I know that if we can finish school that is what will change our lives. We eat regular meals, we sleep peacefully and nobody takes our things. We are also not discarded or pushed aside by other people. That’s why we are so happy to have come here.’



A statement made by one of the children Bahay Tuluyan supports to go to school.

## DROP-IN CENTER

Program Objective - Improve children's access to services and equip children with skills to protect themselves from abuse and violence



Abigail Abuedo  
Focal Person

COVID restrictions prevented the Drop-In Center from operating as usual during 2022. Instead, the Center was used to run activities organized under other programs, including Safe Tiki Safety Education, Children's Rights Ambassador Training and Life Skills Education.



# YOUTH LEADERSHIP FOR CHILDREN'S RIGHTS

Program Objective - Empower children and youth to participate actively and to become socially responsible leaders and advocates

## Children's Rights Ambassador Training

102 children and youth from Manila, Laguna and Quezon participated in age-based Children's Rights Ambassador Training aimed at increasing knowledge about children's rights and issues as well as developing leadership skills.

The curriculum was based on topics identified by the children and youth and was organized around the six categories in the 'rainbow of rights' in the UN Convention on the Rights of the Child

### Key Stats

- 242 participants
- 116 CRAT sessions
- 7 Quarterly Assemblies
- 138 voters in elections
- 17 leaders elected to councils
- 101 participants in General Assembly

The groups, their areas of operation and participants were...



Junior Changemakers

7 - 10 year olds  
Laguna  
5 participants

Peer Advocates

11 - 14 year olds  
Manila, Laguna & Quezon  
74 participants

Rights Defenders

15 - 19 year olds  
Manila & Quezon  
23 participants



What is 1 word to sum up what you have learned in this program?

Hopeful

Empowered

Matapang  
(brave)

Thankful

Feedback from participants during annual children's general assembly



# YOUTH LEADERSHIP FOR CHILDREN'S RIGHTS

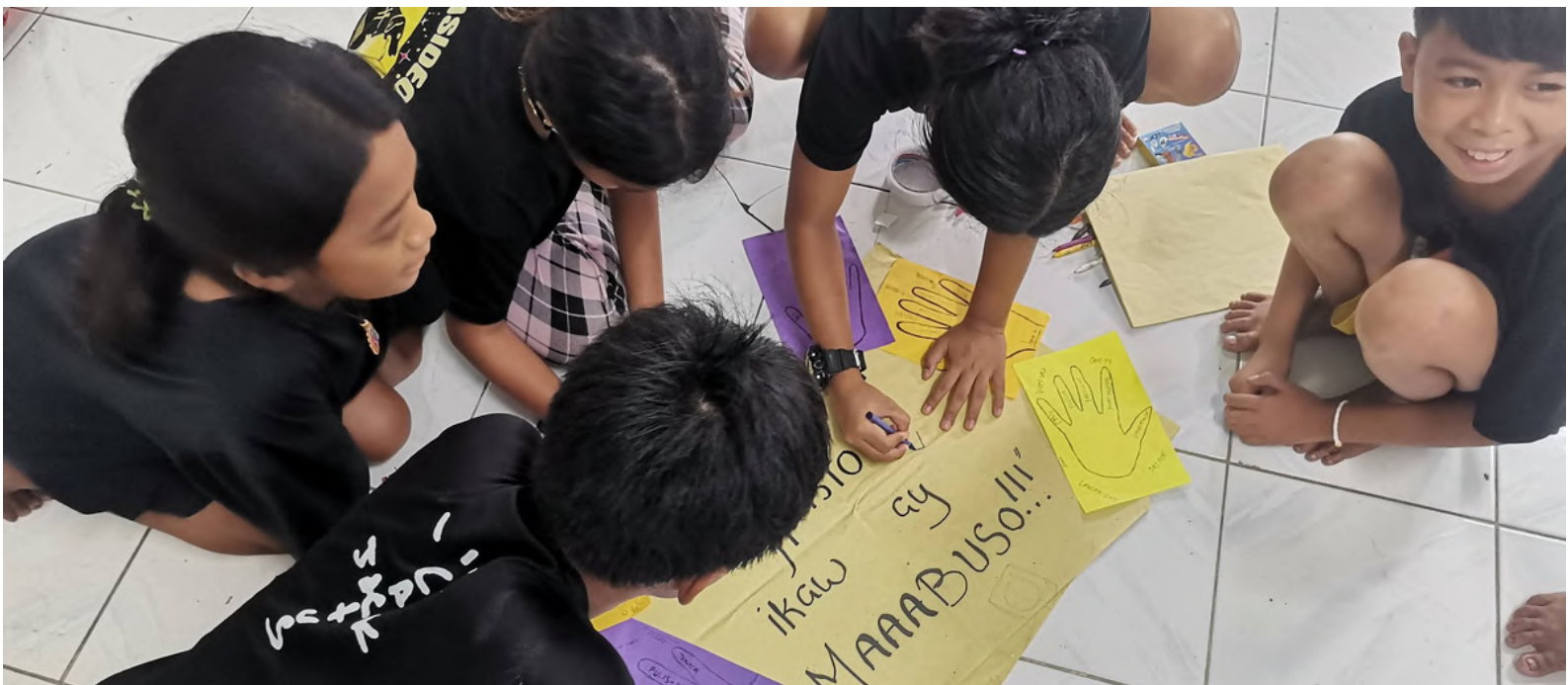
## Children's Leadership

Children and youth participated in decision making through various different mechanisms during 2022. 7 Quarterly Assemblies were held in the various centers of Bahay Tuluyan during which children and youth met with management to share their ideas, concerns and plans. On 22 October 101 children and youth gathered in Manila for the annual children's General Assembly. This very productive day provided much valued feedback and input.

138 young people voted in annual elections of Children's Councils in each center. All elected council members underwent leadership training in September. Council leaders met with the Board of Trustees once during 2022.

Youth organised and ran 4 community days and 3 pop-up library sessions as well as participated in revising BT's Child Protection Policy and developing its Anti-Bullying Policy.

13 youth leaders from BT participated in training and community consultations with ASMAE, 1 youth trained as a leader through the Consuelo Youth Advocates Network and 1 youth participated in Kalitwahan Network Children's Meeting



Arnold Bautista  
Focal Person



Roan Vicente  
Assistant Focal Person



# INDEPENDENT LIVING SKILLS PROGRAM

Program Objective - Support youth to develop skills, knowledge and experience so they can lead happy, healthy, productive adult lives

## Social Inclusion

168 children and youth were assisted to secure documents for social inclusion including birth certificates (35), national ID (151), SSS membership (41) and Pag-Ibig membership (25)

## Life Skills Education

64 children (10 - 14 yo) participated in 73 Life Skills Education Jr sessions. 198 youth (15 - 19 yo) participated in Life Skills Education Sr sessions. There were 42 participants in 2 ILSP camps held in August.

## Career Guidance & Work Experience

83 young people were assisted to create resumes and 103 had job interview experience. 33 youth did work experience and 10 transitioned into work.

## Key Stats

283 participants  
107 Life Skills Education sessions  
168 youth with improved social inclusion  
33 youth with work experience  
16 college scholars



May Ganuelas, BT Tertiary Scholar Graduate

## Tertiary Education Scholarship

16 young people were provided with support to undertake tertiary education, including 6 through the Jordan Wings Scholarship Program which was launched in November 2022. A total of 25 aspiring tertiary scholars were supported to undergo review classes to assist with college admissions.

*What I liked most in this program was that we learnt to manage money and most of all how to stand on our own 2 feet.*

Feedback from a program participant

# INDEPENDENT LIVING SKILLS PROGRAM



## Supported Independent Living

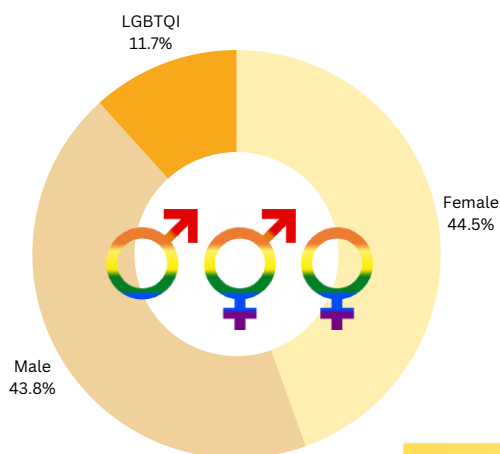
Bahay Tuluyan supported youth to live independently in group homes within BT centers (19 youth) and in community-based placements (13 youth). These youth were supported & guided by social workers.

## Young Parents Support Services

Young parents were supported to engage in SEYA training, including by allowing young children to accompany them while training and child care support. One support session was held for 6 young mothers in July 2022.

## Case Management

A total of 21 youth involved in the ILSP program were supported with case management by registered social workers. An additional 11 received case monitoring.



Gender breakdown of ILSP participants

**Bahay Tuluyan welcomes people of all gender identities**





# SOCIAL ENTERPRISE & SELF RELIANCE

Program Objective - Empower youth with hands-on vocational training and generate income to support BT's programs



In 2022 Bahay Tuluyan Nature Farms was spread across 4 sites, and produced a wide variety of organically grown products while providing 7,315 hours of hands-on vocational training in organic agriculture to 25 youth.

**Binhi Nature Farm**  
San Antonio, Quezon

**Tala Camp & Eco-Retreat**  
Lipa, Batangas



**Sibol Children's Farm**  
Victoria, Laguna

**Uhay Nature Farm**  
Tiaong, Quezon

**7,315 training hours**

118 piglets    4099 kg fruit    2001 kg rice    1129 kg vegies    7654 coconuts



Carabao - Chickens - Cows - Ducks - Fish - Goats - Pigs - Turkeys

Rice - Coconut - Pepper - Coffee - Organic Fertilizers - Vermicompost

Ampalaya - Beans - Bell Pepper - Chili - Cucumber - Eggplant - Gabi - Lemongrass - Mustard leaves - Okra - Patola - Pechay - Radish - Tomato - Kangkong

Avocado - Banana - Dalandan - Guava - Guyabano - Kalamansi - Kalamias - Langka - Lansones - Macopa - Mango - Mulberry - Papaya - Pomelo - Rambutan - Santol - Star Apple



**Jeniliza Sano**  
Focal Person



**Anna Liza Samarita-Aliwalas**  
Assistant Focal Person



# SOCIAL ENTERPRISE & SELF RELIANCE



Operations in Makabata Guesthouse & Cafe were inhibited by COVID restrictions during much of 2022. Although the guesthouse reopened in May, bookings remained low for most of the year. Despite this, 161 youth were able to together complete 18,338 hands-on vocational training hours in hospitality.

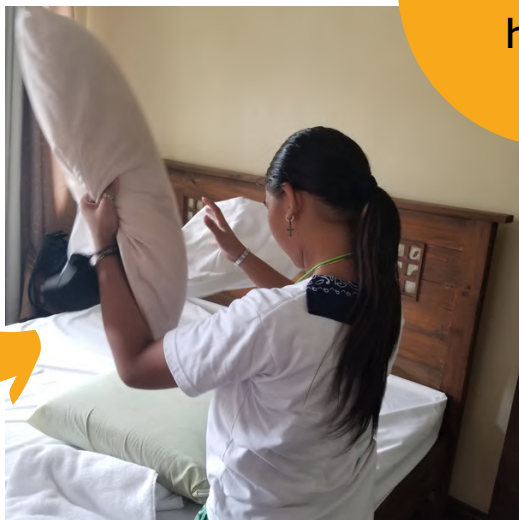
## Food & Beverage Service

## Front Desk Services



18,338 training hours

## Housekeeping



## Workplace Skills



Lecyl Roja  
Focal Person



Chona Pardines  
Assistant Focal Person

# FAMILY SUPPORT & REINTEGRATION

Program Objective - Support at-risk families to stay together or be reunited

## Family Strengthening

During 2022 work was done to develop tools to strengthen families' capacities to care for children. A pool of 10 families were identified to undergo the first training sessions.

The first session was run in November 2022 and will be followed up in 2023.

## Emergency Family Assistance

A total of 28 families, which include 50 minor children, were given emergency assistance during 2022 as follows:

- rental assistance (2)
- burial assistance (1)
- medical assistance (8)
- transport assistance (3)
- food assistance (2)
- shelter (2)
- clothing donations (2)
- paralegal assistance (4)
- referrals (4)

## Reintegration & After Care

17 children and youth were reintegrated from shelters during 2022. 11 were discharged to their families and 5 to independent living. 1 child was referred to a specialized institution.

A total of 17 children and youth were supported through after care during 2022 - including regular monitoring by a social worker.



Anna Liza Samarita-Aliwalas  
Focal Person



Magdalena Ramos  
Assistant Focal Person

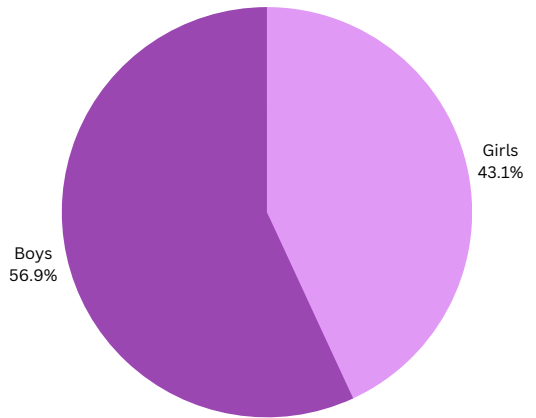




# ALTERNATIVE FAMILY CARE

Program Objective - Provide quality, rights-based alternative family care for children without safe family environments

A total of 68 children and youth were provided with alternative family care during 2022. The youngest child was 2 years old and the oldest 21 years old. Children were sheltered in 12 houses across BT's centers in Manila, Laguna & Quezon.



Art Activities - Family Days - Character Development - Children's Meetings - Community Engagement - Health & Nutrition - House Meetings - Life books - Sports - Cultural Activities - Camps - Retreats



Beyond their basic needs - food, shelter, clothing, health care - children were provided with a variety of different activities designed to help develop their talents and potential. All eligible children were enrolled in local schools. Social workers worked with each individual child and their families to meet their identified goals and get them out of shelter at the earliest possible time.

Most children and youth referred for shelter had survived abuse, violence, neglect or exploitation or had come in conflict with the law. Wherever possible BT worked to keep siblings together - sheltering several large sibling groups.

Feedback from a program participant



What I like most about this program is that I am not judged. I feel that I have a second family at BT



Anna Liza Samarita-Aliwalas  
Focal Person



Magdalena Ramos  
Assistant Focal Person



# CHILDREN'S RIGHTS EDUCATION

Program Objective - Educate key duty-bearers about children's rights



A total of 303 adults participated in 13 training activities run by Bahay Tuluyan, through its social enterprise 'Children's Rights Institute' in 2022.

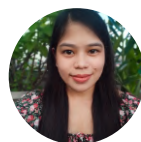
9 of these sessions were ChildSafe Tourism workshops, organized by the Department of Tourism under its Tourism WoRCS initiative.

The participants came from the following sectors:

- Private tourism providers - 34.8%
- Local government officials - 28.3%
- Police - 21.2%
- Provincial, regional or national government officials - 7.5%
- NGOs - 6.8%
- Academe - 1.4%



Catherine Scerri  
Focal Person



Kim Jacinto  
Assistant Focal Person

Date	Training Workshop	Participants
16 February	ChildSafe Tourism - Region VI	33
29 - 31 March	UNCRC and the Filipino Child	17
26 - 28 April	Gender Equality	9
24 May	ChildSafe Tourism - Boracay	20
1 - 3 June	Child Rights Programming	12
23 June	ChildSafe Tourism - Tacloban City	35
5 July	ChildSafe Tourism - Laoag City	14
7 July	ChildSafe Tourism - San Vicente	30
14 July	ChildSafe Tourism - Bacolod City	23
29 July	ChildSafe Tourism - Daet, Camarines Norte	25
23 August	ChildSafe Tourism - Boracay	28
29 August	ChildSafe Tourism - Iloilo	30
14 - 16 November	Rights Based Approaches for Children in Street Situations	23

# CHILDREN'S RIGHTS ADVOCACY & RESEARCH

Program Objective - Help improve the rights climate for children through effective policy and legal frameworks and accountable duty-bearers

## Research

Bahay Tuluyan participated in 2 key pieces of research in 2022:

*Conducted using Participatory Research Methodologies involving 5 youth research assistants from BT*



A Model for Safety and Justice - Filipino Youth Experiences and Outcomes in a Children's Rights Organization-Run Residential Center

by Renee Menart  
Fulbright Philippines

A Multiple Case Study on Antecedents and Outcomes of Beneficiary Participation in Select Philippine Non-Government Organizations

by Maria Adiel H. Aguing  
De La Salle University

## Network Participation

Bahay Tuluyan was a member of 19 networks during 2022:

- ABSNET West Cluster (Manila)
- ABSNET Laguna
- ABSNET Quezon
- ChildSafe Network
- Children's Legal Advocacy Network
- Children's Rights Network
- Civil Society Coalition for the Convention on the Rights of the Child
- Consortium for Street Children
- Fairbuilding Network
- Kalitawhan Network
- Network of Duty Bearers Manila
- Organic Producers & Promoters of Tiaong
- Provincial Council for the Protection of Children - Laguna
- Quezon Organic Agriculturae Cooperative
- Station Advisory Group - PS 9
- Strong Network of Care for OSAEC
- Sub Committee on the Protection & Welfare of Children in Street Situations
- United Against Online Sexual Abuse & Exploitation
- Youth Inclusion Network

## Leadership

In addition to membership in the listed networks, Bahay Tuluyan also held the following leadership positions during 2022:

- ABSNET West Cluster (Manila) - President
- ABSNET Quezon - Vice President
- Sub-Committee for the Protection & Welfare of Children in Street Situations - Co-Chair



# CHILDREN'S RIGHTS ADVOCACY & RESEARCH

Program Objective - Help improve the rights climate for children through effective policy and legal frameworks and accountable duty-bearers

## Legislative & Policy Reform

During 2022, as part of the Children's Rights Network, Bahay Tuluyan helped to lobby for better laws for children. During the 18th Congress, which ended in May 2022, a total of 7 new laws were passed for children. These were:

- Prohibition of Child Marriage Law (RA 11596)
- Domestic Administrative Adoption Act (RA 11642)
- Increasing the Age of Sexual Consent to 16 years old (RA 11648)
- Instituting a Policy of Inclusion and Services for Learners with Disabilities in Support of Inclusive Education Act (RA 11650)
- Foundling Recognition & Protection Act (RA 11767)
- Expanded Trafficking in Persons Act of 2022 (RA 11862)
- Anti-Online Sexual Abuse and Exploitation of Children (OSAEC) and Anti Child Sexual Abuse or Exploitation Materials (CSAEM) Law (RA 11930)



Bahay Tuluyan was also active in leading opposition to DSWD plans to implement a 'massive reach-out' and 'three-strike' policy for children rescued from street situations. These plans were ultimately abandoned.



Consultation with DSWD on 'three-strike' policy

## Children's Rights Reporting

The Philippines was undergoing the 5th and 6th Reporting Cycle to the UN Committee on the Rights of the Child during 2022. After submitting initial alternative reports, and participating in pre-sessions and children's meetings in 2020, Bahay Tuluyan and children's representatives from the Street Children's Congress both submitted additional thematic submissions in 2022. Concluding observations were released by the UN in October 2022.

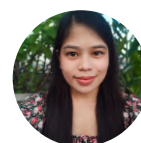
Bahay Tuluyan also continued to work with the CRC Coalition in various reporting and monitoring processes



**CRC Coalition**  
CIVIL SOCIETY COALITION ON THE  
CONVENTION ON THE RIGHTS OF THE CHILD



Catherine Scerri  
Focal Person



Kim Jacinto  
Assistant Focal Person



# GOVERNANCE

Compliance - Management & Oversight - Planning & Policy Development - Communication & Information Management - Stewardship

## Board of Trustees

Bahay Tuluyan held its annual meeting of members on 8 April 2022. The following were elected to serve as trustees from 2022 - 2023:

<b>President</b>	Ms. Ma. Socorro Gonzaga
<b>Vice President</b>	Ms April Rose Amistoso-Mohseni
<b>Secretary</b>	Atty Sharon M. Decano
<b>Treasurer</b>	Atty Athalia B. Liong replaced by Mr Rod Magat on 6 October 2022
<b>Auditor</b>	Sr Bernadette Oppus, SSpS
<b>Members</b>	Mr Nolasco Buhay Ms Girly B. Loreno Mr Rod Magat

## Children's Councils

The following youth were elected to serve as Children's Council Officers from 2022-2023:

<b>Manila</b>	April Rose H. Ducay Cyrus Clark Asuelo Jayron Navarette Jessa Mae Pahimnayan Jhon Ryan H. Bandal Lyca Mae Abarca Maria Salmiya Arevalo Marjie D. Barreto Nazaren V. Vigor Shara Mae B. Ruiz
<b>Laguna</b>	Antonette Roque Honey Lette Natividad Kim B. Eroles Krisha Y. Recana Precious P. Cervantes Princess Jhane Z. Bacsal Shallieca Dhea L. Tadloc Shane Natividad
<b>Quezon</b>	Carl Gerard D. Villafior David R. Paleracio Jeleahben P. Diacasin Jemel A. Escorel Jolito Paromar Samuel S. Uga



Ms Maria Socorro Gonzaga  
President, BOT



Lecyl Roja  
Focal Person



Mary Rose Lacsao  
Assistant Focal Person



# GOVERNANCE

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## Management Committee

In 2022 Bahay Tuluyan was led by the Management Committee composed of:

Executive Director	Catherine Scerri, MHumRightsLaw
Center Manager - Manila	Lecyl S. Roja, RSW
Center Manager - Laguna	Anna Liza Samarita-Aliwalas, RSW
Center Manager - Quezon	Jeniliza R. Sano, RSW
Finance Officer	Mary Rose N. Lacsao

## Planning & Policy Development

Organization wide evaluation & planning was held in November 2022.

Bahay Tuluyan continued to be guided by its Strategic Plan for 2021 -2025 while working with action plans created on an annual basis.

Two key policies were created in 2022 - Anti-Bullying Policy and the revised Child Protection Policy. Both were created after considerable consultation with both children and adults from Bahay Tuluyan.

Various other policies and processes were under review during 2022 with the goal of updating Bahay Tuluyan's overall Manual of Operations in 2023.

## Compliance

Throughout 2022 Bahay Tuluyan continued to comply with the requirements of various government agencies including:

Bureau of Internal Revenue (BIR)

Department of Social Welfare & Development (DSWD) - registered, licensed & accredited at Level 3 in all centers

Local Government Unit - Manila

Local Government Unit - Victoria, Laguna

Local Government Unit - San Antonio, Quezon

Securities & Exchange Commission (SEC)

# FINANCE

## Planning - Controlling - Organizing - Decision Making

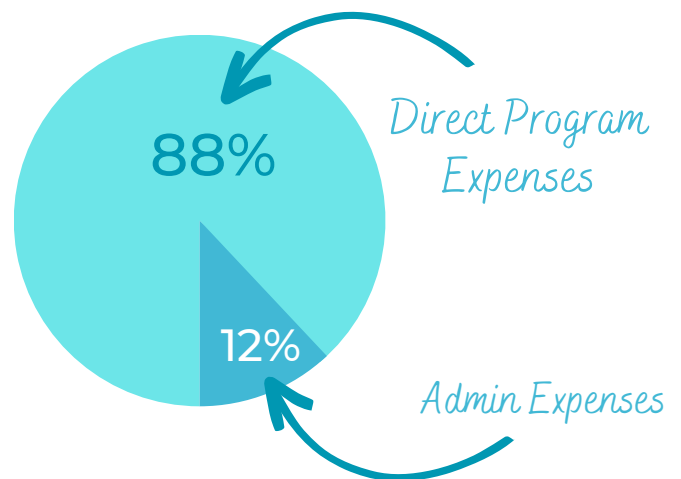
Bahay Tuluyan's financial records are reported in detail in a separate audited financial statement.

### Income & Expenses

Sources of income for Bahay Tuluyan in 2022 were as follows:

Grants	77%
Donations	19%
Social Enterprise & Other Income	4%

88% of Bahay Tuluyan's budget was allocated to direct program expenses, with the remaining 12% spent on administration. This is well below the DSWD-mandated allowing up to 30% administrative expense.



### Processes & Practices

Significant work was done during 2022 to improve and strengthen the financial management processes of Bahay Tuluyan. This included clarifying policies, refining processes and improving the efficacy of systems.

Finances at Bahay Tuluyan are monitored through regular program and management meetings



Mary Rose Lacsao  
Focal Person



Lecyl Roja  
Assistant Focal Person



# CHILD PROTECTION & PARTICIPATION

## Safeguarding: Policies - Practices & Processes - Participation in Decision Making - Empowerment

### Child Participation in Governance

Children and youth participated in decision making processes across Bahay Tuluyan in various ways throughout 2022:

Children's Meetings	Weekly meetings with social worker for all children in Alternative Family Care program
Children's Council Meetings	Planning & feedbacking meetings in each center at least twice monthly (except Manila)
Children's Assemblies	Quarterly in each center & annually for whole of BT
Board Meetings	Council leaders with Board of Trustees, twice in 2022
Employee Performance Evaluations	Children & youth - direct feedback about individual employees' performance - twice in 2022
Program Evaluations & Planning	Written & verbal input into overall program evaluations & action planning
Policy Development	Direct input into development of Anti-Bullying Policy & revision of Child Protection Policy
Case Management	Children & youth as central participants in the case management processes affecting them



Anna Liza Samarita-Aliwalas  
Focal Person



Mellanny Siban-Oxales  
Assistant Focal Person

138 children and youth voted in Bahay Tuluyan's Children Council elections in 2022

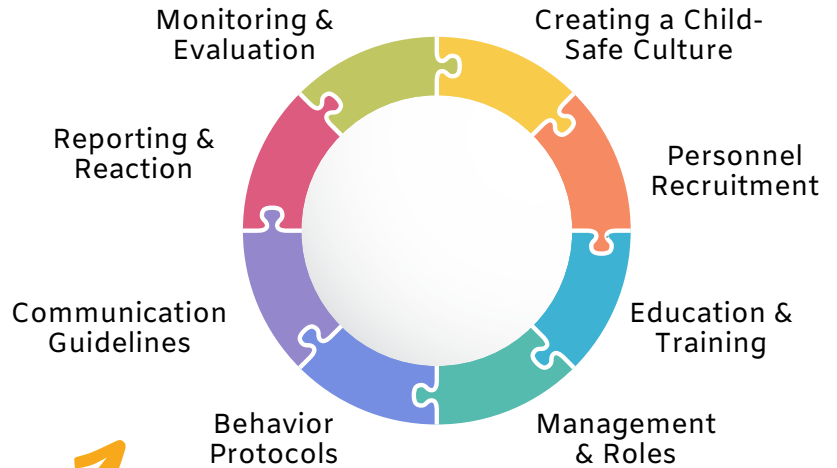
# CHILD PROTECTION & PARTICIPATION

## Safeguarding: Policies - Practices & Processes - Participation in Decision Making - Empowerment

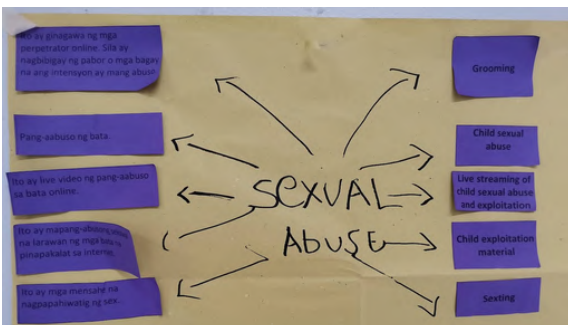
### Child Protection Policy Implementation

Bahay Tuluyan's Child Protection Policy continued to be a key guiding document for the organization, throughout its processes and practices, in 2022.

Implementation took place around these key areas



A comprehensive review of the Child Protection Policy was completed in 2022 and adopted by the Board of Trustees on 6 October 2022. More details on the implementation of the Bahay Tuluyan Child Protection Policy can be found in our separate annual Child Protection Report.



Children and youth were involved in various focus group discussions and other consultations to help develop BT's new Anti-Bullying Policy and revise its Child Protection Policy

*With the number of cases of Filipino children being abused or exploited online rising, Bahay Tuluyan integrated sessions about staying safe online into its programs.*



# HUMAN RESOURCES

Recruitment & Exit - Professional Development - Work Planning, Monitoring & Evaluation - Rewards & Recognition - Salary & Benefits - Volunteers - Health & Wellness - Workplace Harmony

## Our Employees

### LAGUNA

Anna Liza Aliwalas	Center Manager
Analiza Orias	MEAL Officer until Oct
Analyn Hernandez	Social Enterprise Staff until Dec
Anika Ligeralde	Social Worker from Nov
Janet Mariño	House Parent
Marvin Palermo	Social Enterprise Staff
Myra Armenta	House Parent until Nov
Marie Fe Alon	House Parent
Nilda delos Reyes	House Parent
Novelyn Pajares	House Parent until Aug
Rose Ann Vicente	Program Staff

### MANILA

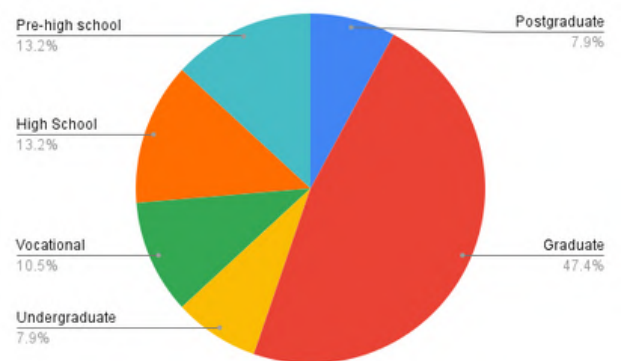
Lecyl Roja	Center Manager
Abigail Abuedo	Program Staff
Chona Pardines	Social Enterprise Staff
Cristine Baldomero	Social Worker - ILSP - from Mar
Emilie Ordonez	Program Coordinator - ILSP - Mar - Sep
Erick Molano	Social Enterprise Staff - from Feb
Estrelita Tupas	Social Enterprise Staff   Social Worker
Jackylyn Ada	Junior Staff - from Feb
Jennie Lyn Sibayan	House Parent
Madel Hollon	House Parent - until April
Melissa Almeyda	Junior Staff - from Feb
Mellanny Siban	Program Coordinator - SES
Reynante Laurente	Program Support Staff
Romeo Rabara	Program Support Staff
Samuel Ada	Social Enterprise Staff - from Feb
Victoria Barrios	Social Worker - ILSP
Ymmalu Esparagoza	Program Staff - Mar - Sep

### QUEZON

Jeniliza Sano	Center Manager
Arnold Bautista	Program Staff
Arlene Butiog	House Parent
Florida Banca	House Parent
Gilbert Macayan	Social Enterprise Staff
Imelda Comia	House Parent
Magnolia Degras	House Parent until Feb
Magdalena Ramos	Social Worker
Marife Domingo	House Parent from Nov
Mario Agarin	Admin Staff
Melissa Manguie	House Parent

### NATIONAL

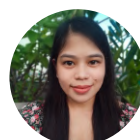
Catherine Scerri	Executive Director
Cecille Espinosa	Partnerships Officer until Feb
Kimberly Jacinto	Finance Staff
Malaya Salas	Partnerships Officer from Oct
Mary Rose Lacsao	Finance Officer



Educational Attainment of BT Employees



Jeniliza Sano  
Focal Person



Kim Jacinto  
Assistant Focal Person

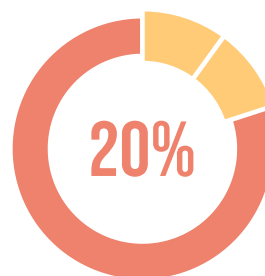


# HUMAN RESOURCES

## Professional Development

In 2022, personnel of Bahay Tuluyan participated in the following professional development activities

Topic	Date	Host	Mode
Strategic Planning & Risk Management	17 - 21 Jan	Sibol-PINOY	Online
Training Workshop on Essentials in Project Management and MEAL	24 - 28 Jan	Sibol-PINOY	Online
Aftercare and a Strong Network of Care for Survivors	31 Jan	IJM	Online
Usapang SRHR: Mga isyu kaugnay ng karapatan at sekswalidad	4, 23 Feb & 16 Mar	PLCPD	Online
Project Monitoring, Evaluation, Learning & Accountability	25 - 26 Feb	OSEC - COS	Online
Coaching	2 Mar	EMpower Foundation	Online
Tool to Engage Peer Groups & Community: Request and Offer (Singapore & Philippines)	3 Mar	AVPN	Online
Workshop 2: OIO Planning Workshop for United Against OSEC	9-12 Mar	OSEC - COS	Hybrid
Child Protection Policy Writeshop	10 Mar	Consuelo Foundation	Online
UNCRC & the Filipino Child	29 - 31 Mar	Bahay Tuluyan	Face to Face
Capacity enhancement sessions on challenges with mental well-being support to staff and young people	7,12,14 Apr	EMpower Foundation	Online
Blue Umbrella Day International Forum:	19 Apr	CPTCSA	Online
Let's #GetCertified: The Hows and Whys of PCNC Accreditation	20 Apr	Consuelo Foundation	Online
Launch Event of the Disrupting Harm in the Philippines Report	20 Apr	EVAC,ECPAT,INTE RPOL,UNICEF	Online



Did you know that 20% of BT's employees in 2022 were themselves graduates of BT programs?

## HUMAN RESOURCES

Topic	Date	Host	Mode
CPP Writeshop	25 Apr	Consuelo Foundation	Online
Gender Sensitivity	26 - 27 Apr	Bahay Tuluyan	Face to Face
How to systematize your fundraising - developing a strategy and maintaining a pipeline	28 Apr	EMpower Foundation	Online
CPP Writeshop One on One	5 May	Consuelo Foundation	Online
Financial sustainability, business planning and budgeting	5 May	EMpower Foundation	Online
Getting your messaging and 'market positioning' right	12 May	EMpower Foundation	Online
Capacity enhancement sessions on challenges with mental well-being support to staff and young people	17 May	EMpower Foundation	Online
Adolescent Reproductive Health Teachers' Training	17-19 May	Consuelo Foundation	Face to Face
Writing your proposal	19 May	Empower	Online
Children's Rights Programming	1 - 3 Jun	Bahay Tuluyan	Face to Face
Project Monitoring, Evaluation, Learning & Accountability	30 May - 2 Jun	OSEC - COS	Face to Face
Capacity enhancement sessions on challenges with mental well-being support to staff and young people	7, 14, 21 & 28 June	EMpower Foundation	Online
Enhanced Parenting Effective Service Empowerment and Reaffirmation of Parental Ability (ERPAT)	15-16 June	PCPC Laguna	Face to Face
Child Protection Policy Refresher	30 Jun	Bahay Tuluyan	Face to Face
Trauma Informed Care Training for Social Workers	28 Jun - 1 Jul	ASMAE	Face to Face
Psychosocial Intervention Training	26 Jul	PCPC - Laguna	Face to Face
Key Areas of Child Protection	27 - 28 Jul	Consuelo Foundation	Face to Face
Orientation about OSEC	29 Jul	IJM	Face to Face
Finance Workshop for Partners	24-26 Aug	Consuelo Foundation	Face to Face
Child Protection Policy Refresher	26 Aug	Bahay Tuluyan	Face to Face
Staff R&R	13 - 15 Sep	Bahay Tuluyan	Face to Face
Forensic Social Work with CICL	16 Sep	UP Dept of SW	Online

## HUMAN RESOURCES

Topic	Date	Host	Mode
BRIDGE Bootcamp Masterclass: Framework for Digital Success	11 Oct	Lightful	Online
Roundtable Discussion on Child Rights Complaints Procedures and Effective Remedies	13 Oct	CRC Asia	Online
BRIDGE Bootcamp Digital Drop-in: Turning Strategy into Action	13 Oct	Lightful	Online
Resource Pack training - Advocacy with CISS	17 - 18 Oct	OSEC - COS	Online
TOT on Hybrid Work Skills	19 - 20 Oct	PNP/Reach/BT	Online
BRIDGE Bootcamp Masterclass: Understanding your Audience	19 Oct	Lightful	Online
BRIDGE Bootcamp Digital Drop-in: Leverage the power of Personas	18 Oct	Lightful	Online
Gender Based Violence Case Management	26 - 28 Oct	ASMAE	Face to Face
Community Psychosocial First Aid - Creating Systems, routines and activities that help staff support each other and manage own support groups	28 Oct	AHA & Consuelo	Online
Rights Based Approach for CISS	14 - 16 November	Bahay Tuluyan	Face to Face



BT Staff are multi-skilled!

The willingness to help out in many ways, including planting rice in ankle-deep mud, is one of the reasons we are able to do what we do.





# HUMAN RESOURCES

## Performance Monitoring

All employees underwent two '360 Evaluations' during 2022. These evaluations gathered feedback about employees from BT clients, their peers, supervisors and the employee themselves.

Various employees were recognized with awards during 2022. The major awards are listed here.



**Employee of the Year**  
Abigail Abuedo

## Excellence Awards



Abigail Abuedo  
2 time awardee



Jeniliza Sano  
2 time awardee



Arnold Bautista



Lecyl Roja



Magdalena Ramos



Jennie Lyn Sibayan



Madel Hollon



Mellanny Siban-Oxales

## Loyalty Awards

- Mario Agarin - 20 years
- Abigail Abuedo - 5 yrs
- Chona Pardines - 5 yrs
- Mellanny Siban-Oxales - 5 yrs
- Myra Armenta - 5 yrs



## HUMAN RESOURCES

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26

Volunteers



countries

3888

volunteer hours

### Volunteers

With COVID restrictions lifted during 2022 Bahay Tuluyan started welcoming back volunteers to help in various aspects of our operations.

During this year 26 volunteers from 4 countries - Australia, Germany, the Philippines and the USA - contributed 3,888 volunteer hours to helping Bahay Tuluyan achieve its goals. 17 volunteers worked remotely while 9 volunteered face to face.

3 volunteers were independent while the remaining 23 were placed through the following volunteer placement agencies or schools:

- Fulbright Scholarship Program, USA
- Hilde Domin Schue Herrenberg, Germany
- Macquarie University, Australia
- University of the Philippines, Manila, Philippines
- World Horizon, Germany



# PARTNERSHIPS & FUNDRAISING

## Grant Making Organizations - Government Partners - Donors

### Grant Making Partners



**ACT - CHURCH OF SWEDEN**  
General funding and Bahay Tuluyan Action on OSEC 2020-2022

**ASIAN VENTURE PHILANTHROPISTS NETWORK, THROUGH KKR FUND**  
Covid Relief

**ASMAE THROUGH AGENCE FRANCAISE DE DEVELOPMENT**  
Social Inclusion of Children and Families in Street Situations in Manila

**BAHAY TULUYAN PHILIPPINES AUSTRALIA**  
General funding

**CONSUELO ZOBEL ALGER FOUNDATION**  
Protection and Recovery Program

**CONSORTIUM FOR STREET CHILDREN THROUGH RED NOSE DAY FOUNDATION**  
Keeping Street-Connected Children Safe Phase 3

**CUBIT FAMILY FOUNDATION**  
Executive Director

**EMPOWER FOUNDATION**  
Independent Living Skills Program

**GERMAN EMBASSY**  
Project Butterfly: Bridging COVID by Building Resilience and Providing Support for Vulnerable Children Emerging from Lockdowns

**GIRL FUND**  
Life Skills Education Junior

**GLOBAL FUND FOR HUMAN RIGHTS**  
Documentation & support | COVID Relief

**ITO SUPPORTING COMITY**  
Furniture, Repairs & Equipment

**JAPAN NATIONAL COUNCIL OF SOCIAL WELFARE**  
Family Support & Reintegration

**MING-YI FOUNDATION**  
General funding

**NIKE**  
Jordan Wings Scholarship Program

**PALM AVE FOUNDATION**  
Empowering Child Survivors of Abuse and Violence Through Education

**PCSO**  
Alternative Family Care - Quezon

**PLANET WHEELER FOUNDATION**  
General Funding

**ROTARY CLUB OF ESSENDON**  
Lily Flordelis Scholarship



# PARTNERSHIPS & FUNDRAISING

## Local Government Unit Partners

During 2022 Bahay Tuluyan had partnerships with 8 Local Government Units from the provinces of Laguna and Quezon. These partnerships focused on ensuring the best possible care for children in need of special protection from the partner municipalities.



## Fundraising

Bahay Tuluyan's Authority to Conduct National Fundraising Campaign expired on 5 May 2022 and the process of renewing this was commenced in September 2022. Fundraising activities were paused while the process of renewal was ongoing - until the end of 2022.

## Financial Donors

Adelyn Fernandez	Edna Reynosa	Lily Flordelis
Ajay Singh	Engr Crisanto Lim	Little Hands: Isko with UNICEF
Albert Lusterio	Faisa Jama	Lucia Saha & Athena Moller
Athalia Liong	Hua Hua	Mapua University
Bobby Wade	Imelda Bernardo	Maria Adiel Aquiling
Boris Mikhaiul Tenorio	Investing for Charity	Marpotech Interntional
Brian Casaclang	Irma & Lorenzo Escalante	Matheus Bastos
Carla Bunales	Jake Congrad Ellazar	Matthew Sims
Carme Irene Pelone	James Warner	Megan Walford
Catherine Scerri	Janett Jager	Noli Buhay & Friends
Charles Vicente	Jeilyncah B. Razon	Sam & Iram
Concentrix	Jennifer Molina	Stephen Klassen
Darryl Parran	Joan Gallacher	
Dillen Jaros	Jonathan Nuguid	
Eat Bulaga	Kenji Chiang	

# PARTNERSHIPS & FUNDRAISING

## In-Kind Donors

Abeja Team  
ANZ  
Bernardo Family  
Brainbeam Events Inc  
C2H Inc, Leslie Escalante & Ivy Valenzuela  
Caryl Estabillo & Family  
Celine Viton  
CKSC Scout Troup 347 Celestials  
Concentrix  
Czarine Leviste  
Dyosa  
DysrupIT  
E-Bridge Preschool - Montreal Link  
Elizabeth Hermosura  
FLOCK  
Gov. Ramil Hernandez  
Igro Marketing Corporation  
International School of Manila  
Ira Sarapat  
Jessica Castillo  
Joy Pazal Climaco  
JV Ordonio  
Karen Manimtim  
Kath Castillo  
Kiana Uy & Family  
Kim & Erick  
Krisen & Family  
La Consolacion College Manila  
Laguna Water  
Lito Bernardino  
LSPU Yes Organization  
Marie Gomez  
MAZARS  
Microsoft  
Mom Box  
Monark Foundation  
Mrs Balanoy  
Mr & Mrs Benjamin Felisimo

Mr Ramirez  
MSWD Tiaong  
Philippine Society of General Surgeons -  
Southern Tagalog Chapter  
Player Development SEA/China  
PSI & Affiliates  
Rina Calo & Charo Relova  
Rotary Club of San Antonio  
Selecta  
South Greenville School  
SSS  
True Value & Gokongwei Brothers Foundation  
UNILAB  
Y. Lota



Thanks SO  
much to all  
our donors



Lecyl Roja  
Focal Person



Mary Rose Lacsao  
Assistant Focal Person

# SOCIAL WORK PRACTICE

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Case Management System - Capacity Building of Social Workers - Collaboration & Shared Learning - Database & Documentation - Monitoring & Evaluation

Bahay Tuluyan's social work practice was run by 9 social workers during 2022. Together these social workers managed 64 cases and monitored 35 cases.

## Case Management System

A key project of the Social Work Practice Team during 2022 was to review and upgrade Bahay Tuluyan's Case Management Manual. This process was 80% complete by the end of the year. The manual clarifies the guiding principles, social work approaches and key documentations, responsibilities and timelines throughout the case management process.

## Capacity Building & Shared Learning

Social workers from Bahay Tuluyan underwent a variety of training programs during 2022, improving their skills in trauma informed care, gender sensitivity, rights-based approaches and specialized services for children in conflict with the law and in street situations.

During monthly program meetings peer learning took place through focused case discussions and shared case planning.



BT social workers lead not only formal case management processes but many other developmental activities for children and youth



Jeniliza Sano  
Focal Person



Estrelita Tupas  
Assistant Focal Person





# Get Involved!

There are many different ways you can support our mission to create a world which respects, protects, and fulfills children's rights.



BT is always looking for enthusiastic volunteers! Email us to apply.

We welcome your financial or in-kind donations!



Get involved in raising awareness about issues affecting children. Email us for more information.

**BAHAY TULUYAN FOUNDATION, INC.**

For more information, kindly send us an email at: [info@bahaytuluyan.org](mailto:info@bahaytuluyan.org)

