ANNUAL REPORT 2018
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MESSAGE FROM
THE PRESIDENT AND EXECUTIVE DIRECTOR

ATTY. JOSE COCHINGYAN III
Chairman/President
CAMELEON Philippines

HEIDE G. FOULC
Executive Director
CAMELEON Philippines

We are proud to acknowledge that CAMELEON has had yet another successful year thanks to the members, staff, donors, supporters, advocates, beneficiaries, and all stakeholders.

This year marks another milestone for our association as we finally expand and extend our operations beyond the island of Panay and open our new center in Silay, Negros Occidental. This new center will serve as a safe haven for girls who are survivors of sexual abuse and they will be shown the same care as our girls in Passi. The new center would also be a way to extend help to the families living near the area through our varied social development works and advocacies. Though not the easiest of tasks, opening the new center in Silay has been one of the most fulfilling achievements of the association, thus far.

We are thankful to our donors who have selflessly shared with us whatever they could for the advancement of the mission of CAMELEON. As we move forward, I would like to ask for everyone’s continued support in our pursuit to end sexual abuse of young girls not only in the Philippines but in the world.

Thank you and may we have more fruitful years ahead.

My mission in CAMELEON began in July 2018. Since then it has been an inspiring journey of learning the stories of resilience, strength and hope of children in the association’s care – both the young girl survivors of sexual abuse and the economically disadvantaged children.

Major milestones for the association were realized in the past year. From the official start of Center 3 construction in Negros to the new partnerships we have built, CAMELEON celebrates every single accomplishment that we have achieved. The association is now on its 22nd year of changing the lives of many Filipino children and their families in Western Visayas, empowering them and guiding them towards a more promising future. Thanks to every generous heart who continue to be part of CAMELEON’s aspirations in helping children and their families.

CAMELEON strives to work for a society where children are free from the threat of sexual abuse, where each young girl can grow without the burden of stigma on their fragile shoulders. We envision CAMELEON to be a safe haven for children in need and their guide in achieving their fullest potential.

Together, let’s continue to achieve milestones for the benefit of young vulnerable children in Western Visayas.
CAMELEON CENTER 3 TO RISE IN NEGROS ISLAND
A groundbreaking ceremony was held last January 2018 to mark the beginning of construction of CAMELEON Center 3 in Silay City, Negros Occidental. The new home will provide protection and rehabilitation to girl survivors of sexual abuse in the said province.

YOUTH LEADERS ADVOCATE FOR CHILDREN'S RIGHTS IN THE INTERNATIONAL LEVEL
Antonnette Acupinpin (President, Voice of CAMELEON’s Children) and Richie Lumawag (Former President, CAMELEON Youth Health Advocates) represented CAMELEON as advocates for children’s rights and youth reproductive health in the international level. Antonnette attended the UN Winter Youth Assembly in New York while Richie was invited by French NGO Apprentis d’Auteuil to speak on youth reproductive health and become a civic volunteer for 10 months in France.

NEW PARTNERSHIP WITH CONSUELO FOUNDATION & RAMON ABOITIZ FOUNDATION INC.
After careful validation and inspection, Consuelo Foundation has decided to support CAMELEON’s mission in rehabilitating girl survivors of sexual abuse in Western Visayas. They donated solar panels and shouldered the hiring of a clinical in-house psychologist. A Trauma-Informed Care Training was also given by Sister Nida and sponsored by Consuelo, which equipped CAMELEON with holistic understanding in providing care to our beneficiaries.

Ramon Aboitiz Foundation Inc. has pledged to help CAMELEON in completing the Center 3 in Silay City, Negros Occidental by financing the construction of the playground and the purchase of furnitures of the new home.

LOBBYING AT THE NATIONAL LEVEL
Advocacy Coordinator Japhet Grace Moleta pushed for the increase of age consent for statutory rape in the Senate of the Philippines. She introduced CAMELEON as a non-government organization that rehabilitates girl survivors of sexual abuse and advocated for laws protecting children from all forms of violence.

TRIP TO EUROPE OF HEIDE AND SHALINE FOR FUNDRAISING AND MEETING OF MAJOR SPONSORS
Executive Director Heide Foulc and Donors Relation Officer Shaline Gamala went to France, Luxembourg, Belgium, and Andorra for a mission to meet with CAMELEON’s main sponsors. The purpose of their trip was also to raise funds, recruit new sponsors for the children and to establish stronger relationships with current and future sponsors of CAMELEON.
Changing colors, Changing lives
HOW CAMELEON STARTED

OUR FOUNDRRESS

LAURENCE LIGIER was only 25 years old when she saw an enormous need to help the girl survivors of sexual abuse in the Philippines. After years of travelling and volunteering in the country, she left her family and friends in France to found a non-government organization in Iloilo (Western Visayas Region) in 1997, which she named as CAMELEON Association.

Quickly, her initiative grew and became an important actor in the Philippines. A few years after its foundation, CAMELEON Association Inc. was accredited by the Department of Social Welfare and Development (DSWD) in the country; opened two shelters for girl survivors of sexual abuse, organized several events gathering communities and developed the administrative core of the Association by opening branches and partnerships in France, Switzerland, Luxembourg, Andorra, United States and Belgium. In 2017, CAMELEON celebrated its 20th anniversary.

In 2018, CAMELEON launched the groundbreaking ceremony of the third center in the neighboring island of Negros Occidental. A milestone for Laurence and her team, as it emphasized the importance of their actions and the seriousness of their work. Laurence Ligier is a recipient of several prestigious awards:

• Knight of the National Order of the Legion d’Honneur by French President François Hollande
• Knight of the National Order of Merit by French President Nicolas Sarkozy
• Philippines Presidential Award by President Gloria Macapagal Arroyo
• Women of Style and Substance - People Asia Award
• Presidential Award for Civic Spirit and Devotion by French President Jacques Chirac
• Clarins’ Most Dynamic Woman of the Year Award

1997
CAMELEON Association Inc. was founded in the Philippines

1998
Construction of the first center, welcoming 25 girls in Passi, Iloilo

1999
Launching of Child Education Sponsorship Program

2004
Launching of the circus arts therapy program

2006
Construction of the second center, welcoming 25 more girls in Passi, Iloilo

2017
20th Anniversary of CAMELEON Philippines

2018
Groundbreaking Ceremony and start of construction of the 3rd CAMELEON center in Silay City, Negros Occidental
OUR VISION

CAMELEON aspires to a world without sexual violence.

In a world where sexual violence is insidious, common, considered taboo and rarely punished, encouraged by a culture of silence due to ignorance, fear, shame or denial, it is necessary to act.

OUR PROMISE

“Changing Colors, Changing Lives”

From a hostile environment to a warm and safe life, children change over the years. Like our multi-colored CAMELEON, they move slowly but surely, hesitating, sometimes by tumbling but never falling.

We are building safe structures dedicated to victims, helping them overcome their trauma and making it into a force for their rehabilitation. We offer a necessary cocoon to prepare their metamorphosis.

We aim to change minds and behaviors and are working to change societies and mentalities in order to protect Childhood.

Children are at the heart of our action: changes are made by them, for them and around them.

OUR MISSION

CAMELEON develops a holistic approach to act on the causes and effects of sexual violence towards children and teenagers.

- PROTECTING AND SUPPORTING victims of sexual violence in the Philippines by accompanying them with their families on the path to resilience.
- ENCOURAGING our beneficiaries’ autonomy and the socio-economic development of families in their communities.
- TRAINING AND ACCOMPANYING beneficiaries and encourage them to get involved as spokespersons and active supporters of CAMELEON.
- RAISING AWARENESS among the general public, especially young people in the Philippines and in Europe, in order to promote Children’s Rights and freed the voices from sexual violence.
- ADVOCATING for Children’s Rights and against sexual violence to local, national and international institutions and the media.

OUR VALUES

RESPONSIBILITY
- Our intention is to help children and families to become autonomous and sustainable. It is also to listen, act and encourage citizens to rally against sexual violence.
- We are implementing our projects and supporting our beneficiaries thanks to a multi-disciplinary, professional, specialized and upstanding team.
- We guarantee transparency and proper use of our funds: we are developing and assessing our projects with the help of precise and measurable indicators.

DIGNITY
- We recognize sexual violence as one of the greatest violation of dignity as it impacts the integrity of the human being, at the very core of his intimacy.
- We are offering victims the necessary conditions to gain back their dignity, so they can respect themselves again and respect others.
- We are fighting for the dignity of everyone: we respect any individual no matter his age, sex, culture, religion or condition. We are constantly adapting our actions to the local context.

COURAGE
- The need for courage, strength, willingness and time for children on the path of rehabilitation, never give up the fight against their perpetrators until they are recognized as victims and fully exercising their rights.
- The courage for all persons involved in this sensitive project, facing the emotional and physical pain of children who have lived the unspeakable.
- The courage and determination of the foundress, Laurence Ligier, for having launched a fight against sexual violence in the Philippines, where it is considered as taboo, and risking our life to defend the mistreated and underprivileged children.

OUR MEANS OF ACTION
- The physical and legal protection, the personal rehabilitation, the reintegration of children victims of sexual violence, and the social support of the families.
- The education, health, professional insertion, the autonomy of underprivileged children and their families.
- The training, mobilization and promotion of former and actual beneficiaries to become ambassadors and change leaders: models of success, value-sharing, sustainability.
- The public and media awareness on Children’s Rights, the prevention of sexual violence to shatter taboos and break the silence.
- The advocacy for a better protection of children to institutional leaders and politicians.

OUR EXPERTISE
- A program on the ground for 21 years recognized and legitimated by public authorities.
- A human-size organization which encourages local exchanges and relationships with people.
- A geographical basis: the local team, 100% composed of Filipinos, works together with the communities where it intervenes.
- The teams accompany each child in the long term, up until university graduation, while at the same time preparing them for adulthood.
- The Association supports families in becoming more aware of their role as parents and encourages the preservation of family ties.
- Through the practice of circus, an unknown discipline in the Philippines used as an innovative therapeutic tool, the victims reclaim their bodies.
- The energy and the determination of the foundress is transmitted to the teams, the children and the parents who take ownership of the project bit by bit with audacity, passion and pride.
- The Association trains and accompanies beneficiaries, children and adults to become ambassadors of CAMELEON. The virtuous circle is born.
- The individual sponsorship: under its supervision, the Association favors the sharing of exchanges between children and their sponsors.
- The awareness-raising in schools with the use of unique pedagogical tools, used during workshops dedicated to Children’s Rights and International Solidarity.
- Based in Europe and in the Philippines, the Association thrives on intercultural North/South exchanges and favors the sharing of expertise and good practice.
RAPE IN THE PHILIPPINE CONTEXT

IN NUMBERS

1 in 5 children have experienced any form of sexual violence in any setting (2017).

2.95 million girls have experienced sexual violence (2017).


WHERE RAPE IS COMMITTED
Isolated areas, such as rural communities in the Philippines, are where most sexual violences are perpetrated. These areas have limited access to information, laws are not strictly enforced, and police forces are scarcely stationed. The locations of CAMELEON’s projects (Panay and Negros islands) have high reported cases of rape.

POOR LIVING CONDITIONS
Poverty encourages many Filipinos to resort to criminal acts such as drugs, alcohol, and prostitution. These factors contribute to a threatening environment surrounding vulnerable women and children, leading to high risks of sexual violence.

IGNORANCE AND LACK OF EDUCATION
For uneducated members of the population, sexual violence remains to be a vague concept. Some far-flung areas have no access to education and usually have no tools to use for acquiring information beyond their own localities. As a result, these people living in such conditions lack awareness on responsible parenting and the rights of their children.

POOR JUSTICE SYSTEM AND TRADITIONAL FILIPINO CULTURE
Perpetrators are not easily persecuted because of the poor justice system of the country and the traditional Filipino perspective that the male figure of the family is the breadwinner. Losing him to prison affects the survival of the whole family. Cases of incest bring a burden to the child because family members would often convince her not to file a legal case. Thus, it would often go unpunished.

THE CULTURE OF TABOO
In the conservative culture and social norms of the Philippines, crimes such as rape is considered a sensitive and taboo issue. Due to this cultural and social stigmatization, victims who are often women or young children are forced to keep their silence and not report the crime committed against them. Unfortunately, rape victims are often at the receiving end of the public’s judgement and not the perpetrator. This breeds the feeling of shame into the victim and further encouraging the culture of silence.

Rape is the most prevalent crime committed against women according to authorities. Imagine the numbers if more women choose to speak up and report the crime.

IN NUMBERS

1 in 5 children have experienced any form of sexual violence in any setting (2017).

2.95 million girls have experienced sexual violence (2017).


CAMELEON’s work in “Breaking the Silence” starts with ending the culture of taboo and bringing light to the issue of rape to the vast public. Through its advocacy campaigns and legal assistance to victims, the organization hopes to end sexual violence against children, building a safe and secure environment for them to live in.
The programs of CAMELEON are focused on the three major components of healing, prevention and building. These are the cores of how the organization operates and carries out its mission.

**HEALING**

The main thrust of CAMELEON is the rehabilitation of young girl survivors of sexual abuse in Western Visayas. With our Rehabilitation Program, the girls go through two phases: Residential Care and After-Care. Aside from their basic needs, each survivor receives psychological support, legal assistance, and participation in circus and other recreational activities as therapy. After they're assessed to be ready for reintegration, the girls are then transitioned to the After-Care Program. In this phase, the girls are returned to their communities, to their families (if safe) or guardians. They can stay at the Iloilo Dormitory during their studies or they can rent a boarding house. The After-Care Program prepares these young girl survivors for independent living and for them to become key members of the society.

**PREVENTION**

The Advocacy Program works as the prevention tool against child sexual abuse and violence. It runs advocacy campaigns, information drive in schools, and lectures on topics such as safe and unsafe touches for children, children’s rights, and reporting of sexual abuse in order to educate parents, teachers, stakeholders and young children themselves. These methods serve as prevention and early intervention. Participation in legislative proceedings both in local and international level creates an opportunity for the association to be the voice of sexual abuse victims and to help create a law that protects them and gives justice to the crime committed against them.

**BUILDING**

With the help of our Community Development Program, sponsored children and their families within CAMELEON's communities receive support in their education, skills trainings, and livelihood needs. Sexual abuse of children often stems from the lack of education and absence of source of income within the family. Thus, our association also works at building these foundations first in the family and then goes outward unto the community.
The Rehabilitation Program provides personal reconstruction to girl survivors of sexual abuse to help them recover from their trauma and become autonomous. They are given their basic needs as well as psycho-social intervention to help them with their healing process. At the end of the process, these girl survivors are reintegrated into their families and communities if deemed safe. Otherwise, they are placed in a foster family, in their guardians’ care or prepared for independent living. The program has two phases: Residential Care and After-Care.

Residential Care

Girls admitted in the Residential Care Program under the Rehabilitation Program are housed in the centers in Passi City, Iloilo where they undergo psychosocial interventions to prepare them for reintegration to the mainstream society. In the two centers, they are provided with necessities to help them rebuild themselves after the trauma of sexual abuse. The girls, ages 5-17 years old, are referred by the Local Social Welfare and Development Office from Panay, Guimaras and Negros islands.

The services provided by the Residential Care Program are:

- Basic needs such as food, shelter, and clothes
- Psychological support and follow-up
- Preparation for reintegration to community
- Legal support
- Family atmosphere
- Empowerment and skills development
- Spiritual Development
- Medical access and health care
- Sports and Circus activities
- Arts and Recreational activities
- Protection and safety
- Parenting and skills training for the family of the beneficiaries
- Education
- Spiritual Development
- Basic needs such as food, shelter, and clothes
- Psychological support and follow-up
- Preparation for reintegration to community
- Legal support
- Family atmosphere
- Empowerment and skills development
- Spiritual Development
- Medical access and health care
- Sports and Circus activities
- Arts and Recreational activities
- Protection and safety
- Parenting and skills training for the family of the beneficiaries
- Education
A HOLISTIC APPROACH
Each girl in CAMELEON’s centers receives holistic and long-term care tailored to their individual needs. Through this approach, the girls heal and build their resilience.

AGE: 5 - 17 YEARS OLD
AVERAGE LENGTH OF STAY IN THE CENTER: 4 YEARS
CAPACITY OF 2 REHAB CENTERS: 25 GIRLS PER CENTER

LEVEL OF EDUCATION

SEXUAL VIOLENCE OCCURRENCE

TESTIMONY
“When I came to CAMELEON, I never knew there are so many opportunities that will come for me, that I would be able to represent CAMELEON in other places. That’s why I’m so thankful; I was able to develop my self-confidence and learned to trust myself that I can stand up on my own. And I’m also thankful that CAMELEON is there to support my education. CAMELEON changed my life.”

- THEL
After-Care

After graduating from the Residential Care Program and assessed to be ready for reintegration, the girls are transitioned to the After-Care or Post-Rehabilitation program where they are being prepared for independent living. The After-Care girls are placed in the CAMELEON Iloilo City Dormitory, reunited with their biological families (if deemed safe), or in boarding houses where they may be able to reintegrate into society and achieve autonomy. The girls are cared for until they finish their education.

The services provided by the After-Care Program are:

- Appropriate placement
- Psychological support and follow-up
- Legal support
- Educational support
- Empowerment, skills development, and capability trainings
- Medical access and health care
- Sports and Circus activities
- Parenting and skills training for the family of the beneficiaries


- **39** GIRLS RETURNED TO THEIR BIOLOGICAL FAMILIES
- **6** GIRLS LIVED WITH THEIR GUARDIANS
- **25** GIRLS LIVED INDEPENDENTLY IN THEIR BOARDING HOUSES OR IN CAMELEON DORMITORY

FAMILY SUPPORT

Each family share the responsibility of financing their child's education by contributing 10% of the school tuition fees. Through this, they are empowered to participate in their child’s healing and development.
**Key Figures 2018**

**After-Care Program**

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**LEVEL OF EDUCATION**

- Diploma course: 1%
- Dentistry Review: 1%
- Elementary Level: 7%
- Junior High School Level: 29%
- Senior High School Level: 27%
- College Level: 34%
- Not enrolled: 1%

**SEXUAL VIOLENCE OCCURRENCE**

- Acts of Incest: 36%
- Physical Abuse: 3%
- Incest: 36%
- Rape: 52%
- Neglect: 4%
- Physical Abuse: 3%
- Acts of Incest: 5%

**TESTIMONY**

“CAMELEON was my home and my other half. CAMELEON created opportunities which molded us to be holistic, productive and unique individuals, where our talents and potentials were developed. I was empowered to inspire others. During my time in CAMELEON, I learned that everything that happened to me has a reason — it’s a blessing in disguise because it opened doors for me to pursue my dreams. I learned to be brave and strong in facing the challenges in my journey. Through these, I was made into a fighter for surpassing it. I am now a motivated, inspired and guided person reaching for her dreams. I am now a better individual.”

- PRINCESS
The Community Development Program addresses the issue of child abuse at its roots through providing education to least privileged but academically qualified children. The program helps in expanding the organization’s zone of influence in the nearby municipalities in order to create child-friendly communities and aims to develop children and their families to become self-reliant and productive members.

Every year, 310 sponsored children coming from poor rural neighboring communities of Passi, San Enrique and Bingawan are provided with the opportunity to continue their education as scholars. Each child has his/her own Sponsor who contributes to their financial needs until he/she graduates and lands a job.

The parents of these sponsored children are provided with various vocational and livelihood activities that enable them to support their families and enhance their skills. They are assisted in creating their own income-generating projects and are supervised in their asset management.

The services provided by the Community Development Program are:

- Educational support
- School uniforms and supplies
- Empowerment, skills development and capability trainings
- Job placement
- Life skills and values development
- Sports and recreation activities
- Monitoring and house visits
- Housing assistance
- Health assistance
- Emergency assistance
LEADERSHIP
Sponsored children and their parents are given leadership training on a regular basis. They become leaders in their own communities.

Key Figures 2018

| 310 | SPONSORED CHILDREN WERE GIVEN EDUCATIONAL SCHOLARSHIPS |
| 64  | CHILDREN BENEFICIARIES COMPLETED THEIR COLLEGE EDUCATION IN 2018 |
| 43  | BENEFICIARIES FOUND A JOB IN 2018 |
| 319 | CHILDREN BENEFICIARIES HAVE GRADUATED COLLEGE SINCE 2012 |
| 272 | TOTAL NUMBER SPONSORED BENEFICIARIES SINCE 2012 WHO HAVE STABLE JOBS |
| 151 | BENEFICIARIES RECEIVED EXCELLENCE AWARDS |
|     | • 1 MAGNA CUM LAUDE |
|     | • 13 CUM LAUDE |
|     | • 137 ACADEMIC & NON-ACADEMIC AWARDS |
| 156 | BENEFICIARIES ARE IN UPPER CLASS LEVELS |
| 51  | SPONSORED CHILDREN GRADUATED FROM HIGH SCHOOL |
| 156 | PARENT LEADERS IN THE COMMUNITIES |
| 85  | FAMILIES RECEIVED TRAININGS IN INCOME-GENERATING PROJECTS |

TESTIMONY

“Our family was financially-challenged and was handicapped when my father died. We were struggling each day just to meet our basic needs. But for me, it was not the end of everything. Both mine and my mother’s burden at school were alleviated because of CAMELEON’s help.

I did not imagine that I would be an inspiration and a role model to my fellow beneficiaries. I do not wish to be looked up to because of my laurels. Rather, I want them to realize that what we have been given is a rare opportunity. Good grades are just adornments - they do not define educational success because each person has different capacities and strengths. What’s most important is that we never fail to always aim for excellence.”

- RODEN PEDRAJAS, SCHOLAR FOR 5 YEARS AND GRADUATED AS MAGNA CUM LAUDE
ADVOCACY PROGRAM

The Advocacy Program of CAMELEON runs information campaigns to raise awareness and to educate the public on child sexual abuse and to ultimately, prevent the proliferation of such crime. It serves as an early intervention and prevention tool of the association. Primary target audience of advocacy campaigns are parents, children, teachers, community and political leaders, and professionals. The Advocacy Program heightens the association’s networks and linkages by connecting with various government agencies, non-government organizations, media networks, as well as public and private institutions.

Key Figures 2018

5,138 STUDENTS WERE SENSITIZED THROUGH LECTURES AND WORKSHOPS; WITH THE HELP OF TWO CAMELEON YOUTH ADVOCATES

2,700 MULTI-SECTORAL AUDIENCE REACHED THROUGH SPECIAL EVENTS

5 TV INTERVIEWS WERE MADE; 1 NATIONAL TV AND 4 LOCAL TV

13 MUNICIPALITIES IN THE PANAY REGION WERE REACHED DURING ADVOCACY CAMPAIGNS

17 RADIO INTERVIEWS WERE MADE

3,000 PEOPLE REACHED THROUGH CIRCUS SHOWS

3 LOCAL PRINT MEDIA PUBLICATIONS

220 PARENTS WERE SENSITIZED
On October 23, 2018, a total of 645 participants attended the “Breaking the Silence: A Policy Forum to End Child Rape” organized by CAMELEON at the University of the Philippines Visayas Auditorium in Iloilo City. The forum aimed to raise awareness on the latest statistics of child rape cases in Western Visayas, to present the gaps in the national laws concerning the said crime, to inform the participants on how to report child rape cases, and lastly, to advocate for the increase of age of sexual consent for statutory rape in the Philippines. Two Philippine Senators, Sen. Risa Hontiveros and Sen. Win Gatchalian, also gave their speeches on children’s rights and on statutory rape.

It was attended by participants from the different sectors of society: teachers, students, parents, professionals, NGOs, police officers, public officials, lawyers, social workers and the media. Keynote speakers came from UNICEF, University of the Philippines Manila, Child Rights Network, Commission on Human Rights, Philippine National Police Region VI, Department of Social Welfare and Development Region VI, Department of Education and UGSAD Regional Gender Resource Center.

CAMELEON, represented by our Advocacy Coordinator Japhet Moleta, has reached the legislative national level to lobby for the increase of age of sexual consent in the Philippines from 12 to 16 years old.

She met with Congresswoman Chiqui Roa-Puno who filed the House Bill 5004 (“Increasing the Age for Determining Statutory Rape and Other Acts of Sexual Abuse and Exploitation to Provide Stronger Protection for Children”) and also with the Directors for Legislative Affairs of the Offices of Senator Risa Hontiveros and Senator Win Gatchalian.

CAMELEON was also part of the Regular Meeting and Deliberation of Proposed Bills for Children's Welfare at the House of Representatives in Batasan Hills, Quezon City for the first time. The organization's Advocacy Coordinator expressed CAMELEON’s support to the proposed bill together with other resource persons from National Youth Commission, UNICEF, University of the Philippines-Manila Child Protection Unit, Bureau of Immigration, Council of the Welfare of Children, Department of Justice, Department of Social Welfare and Development and Plan International.
Key Figures 2018

**VOICE OF CAMELEON’S CHILDREN AT THE UNITED NATIONS WINTER YOUTH ASSEMBLY IN NEW YORK, USA**

Voice of CAMELEON’s Children representative Antonnette Acuppinpin and Advocacy Coordinator of CAMELEON Japhet Grace Moleta were part of the Philippine Delegation to the United Nations Winter Youth Assembly in the United Nations Headquarters in New York, USA last February 14-17, 2018.

They were able to meet other youth leader delegates from all over the world and exchange ideas on initiatives and projects. Throughout the assembly, Antonnette and Japhet attended various forums and workshops on developing skills in advocacy, organizing and networking. One training was aimed to improve the delegates’ fundraising skills through writing and applying for U.S grants and they were informed how to find potential funders for NGOs. Other topics included “Advocacy: Transforming Ideas into Reality,” “Finding Your Voice to Change the World Description,” and “Building Partnerships to Eliminate Human Trafficking.”

“I am grateful for CAMELEON and our sponsor Voice Global for this opportunity. I and the other Filipino delegates had the chance to visit the offices of the Permanent Mission to the UN of Germany and Philippines and to meet Ambassador Teddy Locsin. I will use my learning to expand our advocacy and also to inspire the Voice of CAMELEON’s Children (VCC) and the young people in the areas where we advocate,” Antonnette shared.

For CAMELEON, the 2018 UN Winter Youth Assembly was a platform for the organization to share our voices in a global setting.
To ensure the association’s sustainability, both financially and institutionally, our Resource Mobilization mechanism works at building partnerships, recruiting public and private sponsors, organizing fundraising events, and calling for donations in the local and international levels.

Last November-December 2018, our Donors Relation Officer Shaline Gamala went on a one-month mission in France to meet with CAMELEON’s partners and sponsors to establish good relationship, give conferences, raise funds for the association and recruit new sponsors.

Project updates were presented to Jean Michel and Franz Armengol of Infants del Mon (IDM) during a meeting with them. We were able to thank them personally for their help in the repair and reconstruction of our beneficiaries’ houses that were damaged by typhoon Yolanda. IDM also aims to sponsor 20 children of CAMELEON.

A successful conference with Avenir Focus in Lyon was held. The company pledged to sponsor 10 children of CAMELEON.

Donors Relation Officer Shaline Gamala and Foundress Laurence Ligier attended the photo exhibit entitled “Frontiers” by Pedro Lombardi, sponsored by Hotels Paris Rive Gauche and a small piano concert by CAMELEON God Mother Laure Favre-Kahn.

Meeting with Jean Philippe Peyral, General Manager of Cocktail Scandinave. They pledged to donate to CAMELEON Philippines.

Dance4Children organized a successful fundraising event titled #OrientalDance4Children in Belgium for the benefit of CAMELEON, and was able to raise a total of 6,400€. We are thankful to Coralie, Tamy, Lou and Rosa for their dedication and effort!

Meeting with Christian Courtin who is the President of the Supervisory Board of Clarins Group. Clarins Group awarded Foundress Laurence Ligier as the Most Dynamic Woman of the Year in 2005 and helped build the CAMELEON Center 2 in Passi City.

Individual sponsors of CAMELEON were gathered for a conference in Aalter, Belgium. During the event, two new sponsors were recruited.

2018 HIGHLIGHTS

CAMELEON represented by its Foundress Laurence Ligier, Executive Director Heide Foulc and Donors Relation Officer Shaline Gamala met with the President of Cooperation Humanitaire Luxembourg (CHL) Francois Prum and the Inspector Principal of the Ministry of Foreign & European Affairs Sarah Anjo.

CAMELEON joined the Christmas Sale organized by Fondation Air France and was able to thank them personally for their support. A meeting with Cécile Vic of Fondation Air France was also done. The event was participated by several non-government organizations in France. Air France is one of our major partners.

Meeting with Jean Philippe Peyral, General Manager of Cocktail Scandinave. They pledged to donate to CAMELEON Philippines.
HEALTH

The Health Program ensures that all beneficiaries of CAMELEON are in good health condition by giving them access to health care and medical services such as vaccination, hospitalization, dental care, medical consultation and psychological aid. Through this, CAMELEON is able to continue building a community where children can grow healthy and secure.

Key Figures 2018

- **402** Healthy and fit children beneficiaries
- **310** Beneficiaries received flu vaccinations
- **16** In-house girls were diagnosed with post-traumatic disorder (PTSD) and were prescribed with proper medications
- **32** Girls were taken to health specialists for check-ups
- **44** In-house girls have normal body mass index (BMI)
- **9** Beneficiaries were admitted in the hospital
- **310** Beneficiaries were given dental care
- **310** Health Day beneficiaries

CAMELEON ANNUAL HEALTH DAY 2018

A total of 344 beneficiaries coming from all CAMELEON programs participated in the annual Health Day celebration at the CAMELEON Gymnasium last December 1, 2018.

Local medical and dental volunteers from various organizations and institutions shared their time and expertise to conduct flu vaccinations, dental check-ups and tooth extractions, medical consultations, and distribution of necessary medicines to the participants. The five health care partners of CAMELEON for this activity were: Passi City Health Office, Iloilo Provincial Hospital Association, Camp Peralta Hospital, Rotary Club - Passi Chapter, and I-Care Program from the Local Government Unit of Passi City.

CAMELEON Youth Health Advocates (CYHA), together with the CAMELEON staff, assisted in the mobilization and facilitation of the activities during the Health Day celebration.

Through the annual Health Day celebration, CAMELEON continues to ensure safety and provide accessible health care to its hundreds of beneficiaries, as well as to equip them with valuable lessons on important aspects of their own well-being. It’s one of the key principles that the organization is striving to uphold in all of its programs.
CAMELEON YOUTH GROUP IN ACTION

CAMELEON YOUTH HEALTH ADVOCATES (CYHA)

Like VCC, CYHA is also composed of CAMELEON's beneficiaries. The group aims to raise awareness and train the youth and adults in local communities about reproductive health. CYHA advocates against teenage pregnancies, prevention of sexually transmitted diseases among the youths and the general public, and provides information on the different preventive measures related to reproductive health.

Key Figures 2018

- **26** CAMELEON YOUTH HEALTH ADVOCATES (CYHA) MEMBERS
- **1,100** YOUTH AND CHILDREN WERE SENSITIZED ON REPRODUCTIVE HEALTH THROUGH LECTURES AND WORKSHOPS
- **10** REPRODUCTIVE HEALTH WORKSHOPS AND LECTURES WERE ORGANIZED:
  - 7 SECONDARY LEVEL SCHOOLS
  - 1 COLLEGE LEVEL SCHOOL
  - 2 YOUTH GROUPS
- **26** CAMELEON YOUTH HEALTH ADVOCATES (CYHA) WERE TRAINED ON REPRODUCTIVE HEALTH

CYHA PRESIDENT ADVOCATES FOR YOUTH REPRODUCTIVE HEALTH IN FRANCE

Richie Lumawag, President of CAMELEON Youth Health Advocates, travelled to France as a civic volunteer for 10 months with Apprentis d’Auteuil, a Catholic foundation which supports vulnerable young people and families through reception, education, training and integration. Richie is a former Community Development Program scholar of CAMELEON.

Richie was first sent to France by Apprentis d’Auteuil with then Executive Director Sabine Claudio to represent CAMELEON Philippines in the project Olympic Studies for Solidarity last January 13-26, 2018. During that time, he advocated for the youth’s reproductive health and shared his experience as a member of the CAMELEON Youth Health Advocates. With the success of his mission, he was once again supported by the same organization to spend 10 months of civic volunteering works starting September 2018 until July 2019 in France.

“Despite cultural differences and beliefs, this experience emboldened me to share our advocacy and to keep pushing for the rights of children. It has validated my effort and the effort of CAMELEON Philippines to advocate for a safe and healthy environment for children. I realized that this advocacy of promoting the rights of children and the task of disseminating information on sexuality are one of the important topics that should be addressed and discussed today,” Richie shared.
SPORTS & CIRCUS

Far from being simple activities to pass the time, the Sports and Circus are unique interventions provided to CAMELEON beneficiaries that help them build their self-confidence, character, skills as well as teach them the values associated with sports such as respect, discipline, perseverance, and team work.

Circus is a therapeutic tool for the In-House and After-Care girls. It’s a means of self-expression, where they can build a positive image of themselves, regain their self-confidence and build trust with their co-girls. These girls are empowered to send a message of hope and inspiration to the public in each of their performance.

Key Figures 2018

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Circus Performances/Shows to the Public</td>
<td>15</td>
</tr>
<tr>
<td>Circus Trainings Were Done</td>
<td>196</td>
</tr>
<tr>
<td>Girls from the Rehabilitation Program</td>
<td>62</td>
</tr>
<tr>
<td>Circus Teachers Trained</td>
<td>2</td>
</tr>
<tr>
<td>Beneficiaries Participated in Swimming Lessons</td>
<td>65</td>
</tr>
<tr>
<td>Beneficiaries Participated in Karatedo</td>
<td>50</td>
</tr>
<tr>
<td>Beneficiaries Participated in Martial Arts</td>
<td></td>
</tr>
<tr>
<td>Total Beneficiaries Participated in Summer Camp</td>
<td>410</td>
</tr>
<tr>
<td>Beneficiaries Participated in Rugby Trainings</td>
<td>87</td>
</tr>
</tbody>
</table>

TESTIMONIES

“Before I joined circus, I was not as confident and talented as I am now. I didn’t see myself as someone who has the capacity to do a lot of things. I didn’t even know how to perform in front of a crowd. When I joined circus, I realized many things about myself. I even started to speak in front of other people and through circus, I can express myself freely.” - MARIE

“Rugby helped me develop my physical and cardio endurance. I learned good sportsmanship and developed my self-confidence because of the realization that I had the ability to play sports like rugby. It was something I did not know before.” - MAE
LIVELIHOOD

Parent beneficiaries are provided with the means to improve their economic situation through income-generating projects and skills training. They learn practical skills such as massage, sewing, baking, and farming. Each parent also participates in capability building exposure, livelihood production support, and project monitoring. Parent beneficiaries are divided into three groups: CAMELEON Parents Livelihood Association (Bakery), CAMELEON Parents Sewing Association (Sewing Workshop), and GMPC (Barangay Gines, Mapili, Paga, and Cubay parent beneficiaries who are involved in Gines Farm).

Key Figures 2018

- **175** families benefited from the Livelihood Program
- **30** family beneficiaries were able to establish vegetable gardens at their own backyards
- **28** family beneficiaries engaged in poultry farming and livestock
- **85** family beneficiaries received training on livestock, poultry, customer service and financial management/literacy
- **13** family beneficiaries engaged in sewing and produce garments to sell
- **13** family beneficiaries engaged in farming at the Gines Farm
- **27** family beneficiaries engaged in bakery at the Bingawan Bakery

**TESTIMONY**

“I’ve been working at the Bingawan bakery for almost one year now. Through the Livelihood Program, I have a steady income everyday and sometimes I would earn more if we were able to sell more bread. The money I earn helps with my children’s daily allowance in school. I also safe-keep a portion of my earnings to the Community-Managed Savings and Credit Association, which is also managed by us parent beneficiaries.”

- **GEMMA LACORTE, PARENT BENEFICIARY**
SUMMARY: IMPACT STUDY ON THE REHABILITATION PROGRAM OF CAMELEON

A study was conducted by a team of researchers from the University of the Philippines on the overall impact of the Rehabilitation Program of CAMELEON over the twenty years of its operation in Western Visayas, Philippines. This was carried out as required by our main partner Coopération Humanitaire Luxembourg (CHL) and by the Luxembourg Government. Below are the major results of the study.

**DEPRESSION SYMPTOMS DISORDER (PTSD) AMONG NEW ENTRANTS, IN-HOUSE GIRLS, AFTER-CARE GIRLS AND ALUMNI**

<table>
<thead>
<tr>
<th>Scale</th>
<th>Classification</th>
<th>Total HAM-D Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 7</td>
<td>Normal</td>
<td></td>
</tr>
<tr>
<td>8 - 13</td>
<td>Mild Depression</td>
<td></td>
</tr>
<tr>
<td>14 - 18</td>
<td>Moderate Depression</td>
<td></td>
</tr>
<tr>
<td>19 - 22</td>
<td>Severe Depression</td>
<td></td>
</tr>
<tr>
<td>23 and up</td>
<td>Very Severe Depression</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Group</th>
<th>HAM-D Mean Scores</th>
<th>Classification</th>
</tr>
</thead>
<tbody>
<tr>
<td>NEW ENTRANTS</td>
<td>17.63</td>
<td></td>
</tr>
<tr>
<td>IN-HOUSE</td>
<td>3.88</td>
<td></td>
</tr>
<tr>
<td>AFTER-CARE</td>
<td>7.18</td>
<td></td>
</tr>
<tr>
<td>ALUMNI</td>
<td>3.13</td>
<td></td>
</tr>
</tbody>
</table>

The depression mean score of the new entrants were high at 17.63. This is also consistent with the findings of Ba (2017) in the review of health outcomes of sexual violence where depressive symptoms range from 8.8 to 76.5%. However, these mean scores of the girls during the Residential Care (In-House) program lowered to 3.88 because of the intervention of CAMELEON and became high again during the After-Care as the girls were exposed again to the stresses and complexities of life in the wider community. The depressive symptoms finally became almost negligible at 3.13 when they become alumni.

**POST-TRAUMATIC STRESS DISORDER (PTSD) AMONG NEW ENTRANTS, IN-HOUSE GIRLS, AFTER-CARE GIRLS AND ALUMNI**

<table>
<thead>
<tr>
<th>Scale</th>
<th>Classification</th>
<th>PTSD Mean Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 0.5</td>
<td>None</td>
<td>16.88</td>
</tr>
<tr>
<td>1.6 - 2.5</td>
<td>Moderate</td>
<td>4.75</td>
</tr>
<tr>
<td>2.6 - 3.5</td>
<td>Severe</td>
<td>9.12</td>
</tr>
<tr>
<td>3.6 - 4</td>
<td>Extreme</td>
<td>2.88</td>
</tr>
</tbody>
</table>

Symptoms of PTSD are high with the new entrants with mean score of 16.88. This is consistent with the findings of Ba (2017) in the systematic review of health outcomes of sexual violence where post-traumatic stress symptoms range from 3.1 to 75.9% among survivors. However, with psychosocial interventions of the In-House girls, the mean score was lowered to 4.75. This means that the PTSD symptoms were successfully muted because of the combination of interventions implemented and referral to a psychiatrist while they are living in the center. As the girls were reintegrated with their biological or foster families, boarding houses, and similar environments during their After-Care program, they were again exposed to the community. These girls might have encountered stimuli in the community that may have reminded them of the trauma (which is often the case in PTSD), hence the increase in the mean PTSD score of 9.12. The mean score of Alumni who successfully graduated from the CAMELEON program, significantly decrease to 2.88. This would mean that the healing of the PTSD symptoms was eventually reached.

Post-Traumatic Stress Symptoms (PTSD Scores) and Depression Symptoms (HAM-D Scores) were used to determine the well-being of the beneficiaries as these are the two (2) most common consequences of abuse or traumatic experiences.
EDUCATION OF THE DIRECT BENEFICIARIES AND FAMILY MEMBERS

The direct beneficiaries of CAMELEON (sexually abused and non-sexually abused beneficiaries) and their parents have expressed consistently that the educational support for the beneficiaries and other family members is invaluable.

“CAMELEON has helped a lot of people, and if they are not here, where would we be? If not for CAMELEON, have we gone to school? (Dina, pers. com 2018).

“We are sisters and both our education has been funded by CAMELEON for more than 10 years now. Just like us, there are other sisters who are beneficiaries of CAMELEON's educational program.” (Flora, pers.com 2018)

“For sure, without CAMELEON my daughter could have not finished her course related to agriculture. (Juan, pers.com 2018)

“My husband died young and I am sickly. Without CAMELEON, I would not have a ‘partner’ in educating and funding the education not only of my daughter who is a CAMELEON beneficiary but also of my other children” (Kate, pers.com, 2018)

EMPLOYMENT RATE

There were more family members who are employed after CAMELEON’s assistance to households of their direct beneficiaries. This implies that CAMELEON’s intervention has significantly improved the employment rate of household members. This may be attributed to the skills training, capacity building intervention, livelihood, and other support as provided by CAMELEON.

**PERCENTAGE OF EMPLOYED HOUSEHOLD MEMBERS 18 YEARS AND OLDER**

<table>
<thead>
<tr>
<th></th>
<th>MEAN</th>
</tr>
</thead>
<tbody>
<tr>
<td>BEFORE THE INTERVENTION</td>
<td>47.00</td>
</tr>
<tr>
<td>AFTER THE INTERVENTION</td>
<td>65.80</td>
</tr>
</tbody>
</table>

INCOME

The average monthly income after CAMELEON intervention increased to Php 9,918.18 compared to Php 5,417.39 before the intervention. Employment is correlated with income, thus one potential explanation in the increase of the household income would be the increase in employment. The increase in the household income after the intervention apparently can be attributed to the capability building and trainings by CAMELEON increasing the skills sets subsequently increasing the employment capacity of households.

**HOUSEHOLD INCOME**

<table>
<thead>
<tr>
<th></th>
<th>MEAN</th>
</tr>
</thead>
<tbody>
<tr>
<td>BEFORE THE INTERVENTION</td>
<td>5,417.39</td>
</tr>
<tr>
<td>AFTER THE INTERVENTION</td>
<td>9,918.18</td>
</tr>
</tbody>
</table>

Moreover, the qualitative data present above is supported by quantitative results below. Statistical tool used is Wilcoxon Signed-Rank test, useful in comparing two dependent samples.
VOLUNTEERS

With the help of local and international volunteers, CAMELEON is able to expand its manpower in delivering better services to its beneficiaries. They are one of the key factors in making the organization successful in its tasks and operations. Our volunteers come from the different parts of the world (deployed by CAMELEON France) and the Philippines and they work together with the staff of CAMELEON Philippines.

Key Figures

**FOREIGN VOLUNTEERS**

- **20** FOREIGN VOLUNTEERS ACCOMPLISHED THEIR 2-6 MONTHS MISSIONS IN THE PHILIPPINES

**LOCAL VOLUNTEERS**

- **88** LOCAL VOLUNTEERS SHARED THEIR EXPERTISE
- **7** VOLUNTEER LAWYERS TOOK UP LEGAL CASES OF THE GIRLS PRO-BONO

**MISSIONS**

- LEGAL SUPPORT
- ADVOCACY
- HEALTH
- COMMUNICATION
- LIVELIHOOD/VETERINARY
- CIRCUS
- SPORTS
- DANCE
- SKILLS TRAINING
- MEDICAL MISSION
- TEAM-BUILDING
- COMMUNITY DEVELOPMENT

**TESTIMONIES**

“We discovered that sexual abuse of children is a scourge in the Philippines and around the world. We realized that with the help of CAMELEON, these children can make it through and that their lives can become joyous again. We strongly recommend this experience to those who would like to render themselves useful and listen to the laughter radiating from these little girls in the Passi center.”

- LUCIE LEBBOS, VOLUNTEER IN FILMMAKING

“It was impressive to know and discover how the girls handle their trauma. It was inspiring for me. And CAMELEON doesn’t only help children, but also their families and communities.”

- JOSEPHINE BOURREILLE, VOLUNTEER IN ADVOCACY
CAMELEON builds and nurtures its relationships with various individuals, local and international agencies, institutions, corporations, and organizations that continue to support its programs over the years. We are most grateful to them!
In preparation for the future direction of CAMELEON as an organization, our team have set goals and strategies on how to achieve our vision in order to give the best services to our beneficiaries.

**STRATEGIES AND FUTURE PLANS**

- Professionalize psychosocial services of the Rehabilitation Program
- Advocacy Program to move out of Rehabilitation Program structure and become a major program. Under this are two branches: Awareness Campaigns (which will involve 2 youth organizations namely VCC and CYHA), and Legislative Advocacy.
- Redirect Community Development Program focus towards the core mission which is to make the beneficiaries child protection advocates
- Intensify local fundraising efforts, strengthen existing partnerships, and expand linkages and networks to other institutions
- Job Placement Program to become part of the structure
- Organize and develop alumni to sustain their engagement with the programs
- Build up of CAMELEON trust fund for sustainability
- Establish efficient data management
- Proposed 2019 Budget: Php 53,883,942
A new home for the girl survivors of sexual abuse in the neighboring island of Negros Occidental will soon rise.

The CAMELEON Center 3 sits on an 8,000 square meter site at Bonbon Village, Brgy. E. Lopez, Silay City. The land was donated by the Local Government of Silay (through a deed of donation) and sponsored by Cooperation Humanitaire Luxembourg, Luxembourg Government, NIF Foundation and BDO Foundation Inc. as the major funders of the project.

A groundbreaking ceremony was held on January 2018 and was attended by CAMELEON Foundress Laurence Ligier, Silay City Mayor Mark Golez, and BDO Foundation Inc. President Mario Deriquito.

CAMELEON Center 3 will serve as a safe haven for the survivors of sexual abuse in the province of Negros Occidental, where cases of rape and incest are rampant. These girls will be housed in a safe and secure environment where they can undergo rehabilitation until their recovery and reintegration into the community.

CAMELEON will also work in preventing child sexual abuse and encouraging reports of such crime in the province through initiating advocacy campaigns on children’s rights.

TOTAL BUDGET: PHP 25,300,000
FINANCIAL OVERVIEW

TOTAL PROGRAM EXPENSES: PHP 28,813,805
TOTAL ADMINISTRATIVE EXPENSES: PHP 5,582,262
TOTAL EXPENSES FOR 2018: PHP 34,396,067
PERCENTAGE OF ADMINISTRATIVE EXPENSES: 16%

Program Expenses:
- 23% - Rehabilitation Program (Residential Care)
- 21% - Rehabilitation Program (After-Care)
- 33% - Community Development Program
- 5% - Advocacy Program
- 4% - Resource Mobilization
- 6% - Health
- 4% - Sports and circus
- 3% - Skills training
- 1% - Negros Center

Source: 2018 Audited Financial Statement
ACCREDITATIONS

The care and services we give to our beneficiaries follow the standards set by social agencies of the government, higher governing organizations and local government units in which CAMELEON is accredited.

LOCAL GOVERNMENT UNITS

Passi City Local Government Unit
Bingawan Municipality
San Enrique Municipality

Iloilo Provincial Government
Iloilo City Local Government Unit
Silay City, Negros Occidental Local Government Unit

Capiz Provincial Government
Roxas City Local Government Unit
Aklan Local Government Unit
THE PEOPLE BEHIND CAMELEON PHILIPPINES

BOARD OF TRUSTEES

Jose Cochingyan III
Chairman/President

Bernard Poplimont
Vice-President/Trustee

Christopher Montaño
Vice-President for External Affairs

Ida M. Siason
Corporate Secretary/Trustee

Ricardo F. Andrada
Treasurer/Trustee

Laurence Ligier
Trustee

Daniel Johannot
Trustee

Sandra Cacho
Trustee

Feli A. Sustento
Trustee

CAMERON PHILIPPINES TEAM

Heide G. Foulc
Executive Director

Mary Ann Melancio
Program Officer

J Ann Rendon
Social Worker (Residential Care)

Shaira Leba
Social Worker (Residential Care)

Obelyn Zerudo
House Mother (Residential Care)

Jean Pardilla
House Mother (Residential Care)

Kathrine Palmes
House Mother (Residential Care)

Felomina Senina
Senior House Mother (Residential)

Teresita Mingo
Cook (Residential)

Jessamyn de Juan
After-care in charge

Christine Dorado
Social Worker (After-Care)

Nadia Crispino
Social Worker (After-Care)

Remelyn Fuentes
Social Worker (After-Care)

Susan Ledda
Dorm In-charge

COMMUNITY DEVELOPMENT PROGRAM

Jomer Adolacion
Program Officer

Merlen Pimentel
Community Development In-charge

Ingrid Taracina
Community Development Staff

Joy Mae Amba-an
Community Development Staff

Dawn Jessa Trias
Community Development Staff

Joyce Dacunes
Community Development Staff

Candelaria Santillana
Livelihood and Skills Training Coordinator

Carmelita Bercadez
Health Coordinator

Julien Cacciapaglia
Sports Coordinator

ADVOCACY AND COMMUNICATION

Japhet Grace Moleta
Advocacy Coordinator

Pia Carlyn Montales
Communications Officer

Shaline Gamala
Donors Relation Officer

FINANCE

Elizabeth Tabutol
Finance Officer

Joden Arroyo
Cashier

Kristel Lenen
Accounting Clerk

Ericka Masculino
Accounting Clerk

ADMINISTRATION/HUMAN RESOURCE

Ma. Cecilia Ituriaga
Administrative/Human Resource Coordinator

Mariel Faunillo
Administrative Assistant

Ludovico Lamit
Maintenance

Reginald Palomar
Driver

Richard Sumagaysay
Driver

RESOURCES MOBILIZATION

Reginald Palomar
Driver

Richard Sumagaysay
Driver
Reference


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