Republic of the Philippines
Department of Education
Region VII, Central Visayas
DIVISION OF BOHOL
City of Tagbilaran

June 13, 2019

DIVISION MEMORANDUM
No. 250, s. 2019

CONDUCT OF LEADERSHIP DEVELOPMENT PROGRAM

TO: *OIC, Assistant Schools Division Superintendents*
Chiefs- CID & SGOD
Public Schools District Supervisors/Acting PSDSs
School Heads/Principals of Elementary and Secondary Schools
All Others Concerned

1. Attached is the Letter from **MRS. MERLINA G. BATOY**, Chapter Administrator of the Philippine Red Cross, Bohol Chapter, dated June 11, 2019 re: ***"Conduct of Leadership Development Program"***, which is self-explanatory.

2. This Office is encouraging all schools to join and participate the activity. For more details, please refer to the attached Letter.

3. Widest dissemination of this Memorandum is desired.

NIMFA D. BONGO, Ed.D., CESO V
Schools Division Superintendent
6/13/2019

SGOD/dvd

PHILIPPINE RED CROSS

PHILIPPINE RED CROSS – BOHOL CHAPTER
Mailing Address: 0052 Marapao St., Poblacion 3,
Tagbilaran City, Bohol 6300
Telephone No.: (038) 427 2174
Email Address: bohol@redcross.org.ph
Website: www.redcross.org.ph

11 June 2019

RECEIVED
DEPED BOHOL
SUPERINTENDENT'S OFFICE
DATE: 6/11/19
SIGNATURE:
TIME: 3:20 p.m.

DR. NIMFA D. BONGO, CESO V
Schools Division Superintendent
Member, Board of Directors, PRC – Bohol Chapter
Tagbilaran City, Bohol

SUBJECT: **CONDUCT OF LEADERSHIP DEVELOPMENT PROGRAM**

Dear **Madame,**

Greetings!

The Philippine Red Cross is an organization dedicated to providing humanitarian assistance fulfilling its purpose in alleviating human suffering. It is composed of six major services focusing on different aspects of help. One of those major services is the Red Cross Youth whose mission is to educate the youth to speak out, take action and be heard by providing opportunities to empower them in the Spirit of Volunteerism through various trainings and effective leadership thereby directing their energy, creativity and innovation into worthwhile humanitarian activities.

One of the objectives of the program is to orient our youth about the Red Cross Movement, its Principles, Emblems, Philippine Red Cross services including the value of volunteerism through work-shops and other activities. It will also be an avenue for self – awareness, re - assessments of their values and beliefs and formation of leadership ideas and skill. In order to sustain the RCY program, the establishment of a new Red Cross Youth Council composed of one (1) adviser and at-least forty – three (43) youth members will be organized pursuant to **DepEd order No. 102.s.2011, DepEd Memo No. 38.s.2005**, and**DepEd Order No. 53.s.2015**.

In this light, may we humbly request from your good office to release a **memorandum to conduct the Leadership Development Program for the school year 2019-2020.**

For more information, you may contact Mr. Gibson Salamaña, CSR for Volunteer/ Red Cross Youth/ Fund Generation Services thru mobile 0998 579 7497 or landline 427-2174 or email us at bohol@redcross.org.ph.

We are hoping for an affirmative response regarding this matter.

Thank you and more power!

Yours in humanity,

MERLINDA G. BATOY
Chapter Administrator

Together for humanity

The Red Cross Youth Pledge

As a Youth Member of the premier humanitarian organization, I pledge to alleviate human suffering, protect life and dignity, to be a responsible citizen of the Republic of the Philippines, to conform with the objectives and policies of the Philippine Red Cross, its seven fundamental principles:
Humanity,
Impartiality,
Neutrality,
Independence,
Voluntary Service,
Unity, and
Universality
and to be at all times be in the service for the suffering humanity.

"I serve"

PHILIPPINE RED CROSS
37 EDSA corner Boni Avenue, Mandaluyong City 1550

Join the Red Cross Youth! Contact us

Red Cross Youth Department
9th Floor Philippine Red Cross Tower
Philippine Red Cross National Headquarters
rcy@redcross.org.ph
02 790 2300 local 938
www.redcross.org.ph

Red Cross Youth

Being meaningfully engaged as leaders, volunteers, and members of communities who live by the humanitarian values and principles, young people are key drivers in humanitarian action and development.

The Philippine Red Cross believes in the potential of young people in creating a lasting impact in promoting human dignity and in the alleviation of human suffering. It seeks to harness their potential as agents of change and humanitarian leaders by providing direct involvement in serving humanity.

Red Cross Youth Membership Categories

Junior Red Cross

Members in the schools and communities aged 7-12 years old

Senior Red Cross Youth

Members in the schools and communities aged 12-19 years old.

College Red Cross Youth

Members in the schools and communities aged 19-25 years old

Community Red Cross Youth

Members in the schools and communities aged 19-30 years old

Objectives of the Red Cross Youth

Inculcate Humanitarian Values

The organization promotes the inculcation of humanitarian values and principles to enable them to live by them and be guided as they take future roles as humanitarian leaders

Instill the Practice of Healthy Lifestyle

We aim to help build healthier communities through youth participation as agents of behavioral change in health promotion.

Enhance Youth Leadership Skills Through Service Delivery

Young people's leadership potential is honed by providing opportunities for direct involvement in the delivery of development and humanitarian services.

Advocate National and International Friendship

Young volunteers and leaders take part in promoting friendship and solidarity through intercultural and intergenerational dialogues and initiatives.

Key Offerings

- Youth Volunteer Orientation Course (8 hours)
- Leadership Formation Course (8 hours)
- Basic Leadership Training Course (8 hours)
- HIV/ AIDS Prevention Education Course
- Substance Abuse Prevention Education Course
- Junior First Aiders Course

Key Activities

- Biennial National Youth Congress
- Chapter Youth Assembly
- Super Camp Philippines
- Mega Camp
- Annual Province Level Youth Camps
- Inter school First Aid Competitions
- International Humanitarian Law Debates
- Peer Education Campaigns
- Voluntary Non-Remunerated Blood Donations (Pledge 25 Program)

National Awards and Recognition

- Ten Outstanding Red Cross Youth of the Philippines
- Ten Outstanding Red Cross Youth Advisers
- Most Outstanding Red Cross Youth Council

ALWAYS FIRST ALWAYS READY ALWAYS THERE

Philippine Red Cross Tower
37 EDSA cor. Boni Avenue ,
Mandaluyong City.

RED CROSS YOUTH DEPARTMENT

RCY STARTER KIT

10 BASIC STEPS ON HOW TO ORGANIZE RED CROSS YOUTH COUNCILS

APPROVAL OF THE SCHOOL/COMMUNITY HEAD
Establishment of a Red Cross Youth Council must have a permission from the Principal/ President/ Administrator (School) or Local Chief Executive (Community).

APPOINTMENT OF RCY ADVISERS
Choosing of a focal persons who will serve as coordinators between the Council and the local Red Cross Chapter and will assist the youth.

ORIENTATION
Community and School wide recruitment of youth members

MEMBERSHIP DRIVE
Community and School wide recruitment of youth members

ELECTION OF OFFICERS
Choosing of youth officers who will lead the council for a one year term

MEMBERSHIP & ACCIDENT ASSISTANCE BENEFITS (MAAB) REGISTRATION
An annual membership payment of P60.00

ESTABLISHMENT OF RED CROSS YOUTH COUNCILS
Get recognized by the local Red Cross Chapter

LEADERSHIP DEVELOPMENT PROGRAM TRAINING
A pre-requisite training in order to become an offcial RCY Member

ACCREDITATION OF RED CROSS YOUTH COUNCILS
Accomplishment of Council Profile and RCY Database

YOUTH ENGAGEMENT TO THE DIFFERENT PROGRAMS & SERVICES
Mobilization in Disaster Management, Blood,, Welfare, Safety, Health RCY, WASH, IHL & Fund Generation.

(632) 790-2300 loc 927

rcy@redcross.org.ph

This material was developed by Red Cross Youth Iloilo Chap

Bohol Chapter Red Cross Youth Calendar of Activities 2019-2020

Month	Week	Activity	Age Range of Target Participants	Number of Target Participants
JANUARY	1	Zumba/HIV And Substance Abuse Prevention		
	2	Zumba/HIV And Substance Abuse Prevention		
	3	Zumba/HIV And Substance Abuse Prevention		
	4	7th Chapter Youth Assembly		
FEBRUARY	1	ByaheTayo		
	2	ByaheTayo and Tree Planting Activity		
	3	ByaheTayo		
	4	ByaheTayo		
MARCH	1	First Aid Training		
	2	Disaster Risk Reduction Management Training		
	3	Awards and Recognition		
	4	Preparation for Red Cross Youth Summer Camp		
APRIL	1	Preparation for Red Cross Youth Summer Camp		
	2	Preparation for Red Cross Youth Summer Camp		
	3	Red Cross Youth Summer Camp		
	4	Leadership Development Program		
MAY	1	Preparation for Red Cross Youth Summer Camp		
	2	World Red Cross and Red Crescent Day		
	3	Candlelight Memorial		
	4	BrigadaEskwela and Council Visit		
JUNE	1	Leadership Development Program		
	2	Leadership Development Program		
	3	Leadership Development Program		
	4	Leadership Development Program		
JULY	1	Leadership Development Program		
	2	Pledge 25 Training of Disseminators		
	3	Leadership Development Program		
	4	Red Cross Youth Advisers League, Council Management Training, and Election		
AUGUST	1	Leadership Development Program		
	2	Leadership Development Program		
	3	International Humanitarian Law Day		
	4	Red Cross Youth Days (Sports Fest) Preparation		
SEPTEMBER	1	Red Cross Youth Days (Sports Fest) Preparation		
	2	Coastal Clean-Up		
	3	Red Cross Youth Days (Sports Fest) Preparation		
	4	Red Cross Youth Days (Sports Fest)		
OCTOBER	1	Red Cross Youth Days (Sports Fest)		
	2	Global Hand Washing Promotion		
	3	First Aid Training and other trainings		
	4	National Youth Congress		
NOVEMBER	1	First Aid Training and other trainings		
	2	First Aid Trainingand other trainings		
	3	First Aid Trainingand other trainings		
	4	Canvassing for Ten Outstanding Red Cross Youth Councils and BoholTORCY		
DECEMBER	1	Christmas Carolling and Announcement of Ten Outstanding Red Cross Youth Councils		
	2	Community Outreach		
	3	Awarding of Ten Outstanding Red Cross Youth Councils and BoholTORCY		
	4	World Aids Run		

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Skills-based application of the 7 Fundamental Principles

Based on 1979 Pictet Commentary

	Component/definition	Underpinning value	Required skills
Humanity	1. Alleviate/prevent suffering Alleviate: assistance Prevention includes helping remove negative conditions	Compassion Care Friendship Mutual understanding Peace	Empathy Active Listening Nonviolent communication
	2. Protect life and health Protection: preserving others from suffering, violence	People-centred action	
	3.Human treatment of beneficiaries/others	Respect for human being Respect for human dignity Respect for human freedom Well-being of beneficiaries	
Impartiality	1. Action solely guided by needs, proportional to the degree of suffering and prioritised on the basis of urgency/vulnerability		Active Listening Objective analysis of problem Critical thinking Dropping bias Integrity
	2. Non-discrimination on subjective grounds	Respect for diversity Equality	
	3. Impartiality(decision based on established rules not on personal interest/sympathy/preference)	Open-mindedness	
Neutrality	Abstention from engagement in controversies of a political, racial, religious or ideological nature	Tolerance	Non-judgement Equanimity Discipline
Independence	Not letting politics, economic, social pressure dictate RC line/action, to maintain our autonomy to be able to act in conformity with the P&V	Inclusiveness Trust enabling access	Leadership Innovation Negotiation Stress management
Voluntary service	1. Voluntary: freely accepted commitment/action devoid of external compulsion	Inclusiveness Free will	Team building Self-confidence Professionalism Flexibility Discipline Stress management Personal resilience
	2. Service: assistance is disinterested	Team spirit/cooperation Solidarity, Humility	
	3. Selflessness: no reaping advantage of our acts, as we are only concerned with human interest of helping needy persons	Non-reciprocity	
Unity	Multitudinism (open to all)	Pluralism Respect for diversity	Flexibility Inclusiveness
Universality	1. Universal vocation	Mutual understanding Respect for diversity Tolerance	Comprehension Consensus building Mediation Conciliation Cultural adaptability *Discernement* Altruism
	2. Equality (of National Societies)	Non-discrimination	
	3. Solidarity	Responsibility Cooperation	

Developed by Katrien Beeckman, Head of the Principles and Values Department, IFRC, Geneva

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Skills-based application of the 7 Fundamental Principles

Conceptual matrix of YABC

	Component/definition	Required skills
Humanity	1. Alleviate/prevent suffering 2. Protect life and health 3.Human treatment of beneficiaries/others	• Empathy • Non violent communication (constructive, not accusatory,) • Mediation (bringing peace, restoring harmony)
Impartiality	1. Action solely guided by needs, 2. Non-discrimination 3. Decision based on established rules not on personal interest/sympathy/preference)	• Empathy • Active Listening (identify the needs) • Critical thinking (Objective analysis of problem, no subjective interpretation) • Dropping bias (personal preferences, conditioned view, socio-cultural prejudices, ...)[1]
Neutrality	Abstention from engagement in controversies of a political, religious or ideological nature	• Non-judgement (not labelling) : so as to create a space of confidence and trust, with a view to 1. gaining access, 2. creating an openness for change (that would come from within) in the context of changing mindsets, attitudes and behaviour towards a CNV+P or Strategic Aim 3 • Equanimity (same attitude and behavioural regardless of the stance, position of those you are interacting with) – e.g. terrorist
Independence	Not letting politics, economic, social pressure dictate RC line/action, to maintain our autonomy to be able to act in conformity with the P&V	• Negotiation
Voluntary service	1. Voluntary: 2. Service: assistance is disinterested 3. Selflessness	• Enhancing personal resilience (stress management, emotions management, resisting peer pressure)
Unity	Multitudinism (open to all)	• Non-judgement, dropping bias (Inclusiveness)
Universality	1. Universal vocation 2. Equality (of National Societies) 3. Solidarity	• Mediation – reconciliation • Empathy

[1] ICRC study on respect for and dissemination of the FP, 1991 (COD, Budapest) : answer from NS : one of the main difficulties encountered by NS in its daily work with regard to the implementation of the FP is that "staff do not always succeed in shedding personal preferences or political affinities" (3.1.)

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Simple matrix

Skills listed are those developed in the YABC toolkit

Fundamental Principles	Values	Skills
Humanity	Peace	Empathy
Impartiality	Human dignity	Active listening,
Neutrality	Respect for diversity	Critical thinking, dropping bias & non-judgement
Independence	Equality	Non-violent communication
Voluntary service	Nonviolence	Stress management
Unity	Inclusiveness	Negotiation/mediation
Universality	Compassion, care, friendship	
	Mutual understanding	
	Solidarity and cooperation	

YABC toolkit : 75 non-cognitive exercises on:

Ethical leadership and role-modelling skills

- Active listening
- Empathy
- Critical thinking, dropping bias and non-judgement
- Non-violent communication
- Collaborative negotiation and
- mediation
- Enhancing personal resilience (stress management, emotions management, resisting peer pressure)
- Operating from inner peace

YABC thematic issues on the promotion of a culture of nonviolence and peace

- Non-discrimination and respect for diversity
- Inter-cultural dialogue
- Gender equality
- Violence prevention, mitigation and response
- Social Inclusion
- The Fundamental Principles and underpinning humanitarian values of the International Red Cross and Red Crescent Movement
- International Humanitarian Law

YOUTH ON THE MOVE

Doing more. Doing better. Reaching further.

YABC

Youth as Agents of Behavioural Change