



Profile of NAFIAS

Naungan Fisherfolks Association (NAFIAS)

City of Ormoc, Philippines

Contact Person: Mr. Roberto D. Dajab, +63- 946-7084-547



The Naungan Fisherfolks Association (NAFIAS) is an organization that aims to uplift the community by promoting environmental protection and improving the livelihood of its members. The group addresses environmental and social challenges in the community, particularly the problem on plastic waste and the lack of livelihood opportunities. The garbage problem can be verified by the prevalence of garbage along coastal areas during coastal cleanup activities done every second Sunday of the month. To address these challenges, UN Habitat's Healthy Oceans, Clean Cities Initiative (HOCCI) Project, in cooperation with Ormoc City Environment and Natural Resources Office (ENRO), assisted NAFIAS to formalize their organization and be a partner to help in reducing marine litter in Ormoc City. NAFIAS offers eco-solutions to the plastic waste problem while providing additional income to its members. NAFIAS aims to reduce waste through its Zero-Waste Refilling Store, which sells common household products free of plastic packaging. They also divert plastic waste by recycling them into usable products like eco-bags. NAFIAS believes there are business opportunities in waste through creative and productive initiatives.



Table 1. Basic facts

Type/Sector	Formal Waste Sector
Registration Number, DOLE	RO8-WLFO-2021-11-WA-1843
BIR	616-235-251-000
SEC	none
CDA	none
LGU	Accredited on November 04, 2022
Founding Date	27 October 2021
Members, Original, Total during founding	42
Present, Total as of June 2023	42
No. of Women as of June 2023	14
President, Name	Mr. Roberto D. Dajab
Contact Number	+63- 946-7084-547

BACKGROUND

The NAFIAS was formerly an organization of fisherfolks in Barangay Naungan. The organization was reactivated with membership now includes fisherfolks, housewives, and other interested parties. The association cares for the welfare of their environment. They were reconstituted with the help of the Ormoc City ENRO and UN Habitat HOCCI Project to solve the garbage problem in Barangay Naungan. The barangay is a costal settlement that catches garbage from river system that drains to Ormoc Bay. The situation was aggravated by flooding, typhoons, and wind action. By recovering these wastes, there is opportunity for its recycling that will serve as income generation activity for its members. The goal of organizing the NAFIAS is to introduce alternative materials made from recycled wastes and contribute to waste recovery. Waste recovery from the riverine/coastal systems will be part of their social enterprise operations that will give direct contribution to marine litter reduction and management.

ORGANIZATIONAL FORMATION

NAFIAS, with the help of HOCCI Project and Ormoc City ENRO, was organized into a community based organization on October 27, 2021, with an initial of 42 members. They were then registered with the Department of Labor and Employment (DOLE) on January 11, 2021 and with the Bureau of Internal Revenue (BIR) on October 18, 2022. The association also has been accredited by the City Local Government Unit (CLGU) last November 04, 2022. The Department of Trade and Industry (DTI) registration is to follow soon, so that the association can avail of various government assistance in training in finance, trade, and sustainability open its markets to other sectors as well. A checking account was also opened with the Development Bank of the Philippines for the downloading of grant and monitoring of funds of the association. The PO is also registered with UN Partner Portal as a non-government organization.



FIGURE 1. NAFIAS doing its organizational SWOT analysis during their organizational formation phase. / 24 November 2021

MISSION

To be a globally competent, independent, resilient, and sustainable association with its fundamentals centered on proper waste management and advocate of a clean and green environment.

VISION

- To uphold and develop the moral, social, and economic well-being of its members.
- To protect the environment through proper and sustainable waste diversion method

FINANCIAL & OPERATIONAL SKILLS DEVELOPMENT

To date, the following financial and enterprise operations workshops organized by ENRO-SWM and HOCCI Project have been received by NAFIAS:

- Strategic Management Training & Workshop for Pos/CBOs/ - November 2021
- UN Habitat Strategic Planning for Pos/CBOs - November 2021
- Organizational Development Workshop - November 2021
- Social Enterprises – City Stakeholders Matching Session - January 2022

- Pricing and Budgeting Training Workshop - March 2022
- Financial Management and Internal Control Training Workshop - March 2022
- Coaching and Mentoring on Agreement of Cooperation (AoC) - August 2022
- Procurement Training Workshop - August 25, 2022
- Social Enterprise Workshop - October 13, 2022
- Social Enterprise Plan Write shop - December 6, 2022
- Refresher on Procurement, Financial & Organizational Management - March 2023



FIGURE 2. NAFIAS working on the enhancement of their social enterprise management plan. / 7 December 2022

TECHNICAL SKILLS DEVELOPMENT

The members of NAFIAS were trained on the following technical skills crucial for them to understand the concepts in marine litter reduction, and to produce/enhance their identified products and services in their social enterprise:

- Juan Waste Segregation and Segregated Collection Training - September 2022
- WACS Orientation - November 8, 2022
- Barangay Plan of Action on Marine Litter (BPOA-ML)– November 2022
- Harmonization of the BPOA-ML – November 2022
- Training on Handicraft Making Using Recyclable Materials– 22-26 May 2023



FIGURE 3. NAFIAS conducted the barangay-level waste characterization at household, commercial, and outflow site survey as input to the BPOA-ML of Barangay Naungan. / 17 November 2022



FIGURE 4. NAFIAS was trained in sewing eco-bags conducted by the City Social Welfare and Development Office. / 23 May 2023

LIVELIHOOD/ENTERPRISE IMPLEMENTATION

NAFIAS has identified the following income-generating activities:

- Eco-Bags and Recycled Crafts Making. NAFIAS will be putting a social enterprise that produce bags and other materials from plastic wastes. As alternatives, these products intends to utilized the waste materials as input in creating new products.
- NAFIAS Zero Waste Refilling Store. A refilling station/store of commonly fast-moving commodities/goods such as shampoos and soaps intends to reduce consumption in sachet packaging.



FIGURE 4. The operation site of NAFIAS in Barangay Naungan (top), and sewing machine procured through the HOCCI Project (bottom). / 14 June 2023



FIGURE 5. Sample products produced by NAFIAS – bags made from plastics wastes and cloth as alternative for plastic bags. / 14 June 2023



FIGURE 6. Refilling store for daily consumer goods of NAFIAS. / 15 March 2023,14 June 2023

FUTURE PLANS

- NAFIAS will continue to sell zero-waste household cleaning products, shampoo and conditioner to Barangay Naungan and plans to expand their products more in the near future by engaging an efficient supplier which will provide good quality of products with a cheaper cost.
- Attend more workshops/trainings on how to enhance the design and quality of their eco bags and recycled souvenir items



ANNEX 1: BIR REGISTRATION

BIR FORM
2303
REVISED: APRIL 2019



OCN: 009RC20220000004494
Date OCN Generated: October 18, 2022

CERTIFICATE OF REGISTRATION

TIN & BRANCH CODE 616-235-251-00000	NAME OF TAXPAYER NAUNGAN FISHERFOLKS ASSOCIATION (NAFIAS)	TIN ISSUANCE DATE October 18, 2022
REGISTERING OFFICE	<input checked="" type="checkbox"/> Head Office	<input type="checkbox"/> Branch
REGISTERED ADDRESS NAUNGAN 6541 ORMOG CITY LEYTE PHILIPPINES		

TAX TYPES	FORM TYPES	FILING START DATE	FILING FREQUENCY	FILING DUE DATE
CORPORATE INCOME TAX	1702	January 1, 2023	ANNUALLY	On or before the 15th day of the 4th month following the close of the taxpayer's taxable year.
CORPORATE INCOME TAX	1702Q	April 1, 2023	QUARTERLY	Within sixty (60) days following the close of each of the first three (3) quarters of the taxable year.
TAXPAYER TYPE/S	NON-STOCK NON-PROFIT ORGANIZATIONS (E.G., POLITICAL PARTIES, HOMEOWNERS' ASSOC., BUSINESS LEAGUES, ETC.)			

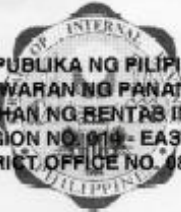
BUSINESS INFORMATION DETAILS			
		CATEGORY	REGISTRATION DATE
TRADE NAME 1	NAUNGAN FISHERFOLKS ASSOCIATION		October 18, 2022
(PSIC)	94990-ACTIVITIES OF OTHER MEMBERSHIP ORGANIZATIONS, N.E.C.		Primary
Line of Business	ACTIVITIES OF OTHER MEMBERSHIP ORGANIZATIONS, N.E.C.		

- REMINDERS:**
- An annual registration fee shall be paid upon registration and every year thereafter on or before the last day of January, using BIR Form No. 0605.
 - Filing of required tax return/s to conform with the above tax types, whether with or without business operation, to avoid penalties.
 - For new business registrants, application for registration of manual Books of Accounts (B/As) shall be before the deadline for filing of the initial quarterly income tax return or annual income tax return whichever comes earlier, from the date of registration. Registration of new set of manual B/As shall be before its use.
 - Immediately inform the district office in case of transfer/cessation of business and other changes in registration information by filing BIR Form No. 1905.
 - For Self-Employed Individuals (SEI) whose gross sales and/or receipts and other non-operating income does not exceed P3,000,000 and who opted to avail of the 8% Income tax rate, the tax type Percentage Tax (PT) shall not be reflected in the Certificate of Registration (COR). However, at the start of each taxable year, such SEI shall be automatically subjected to graduated income tax rates and required to file quarterly percentage tax return (BIR Form No. 2551Q) and option to replace the COR to reflect "PT", unless qualified and opted to avail of the 8% Income tax rate annually.



BIR FORM
2303
REVISED: APRIL 2019


REPUBLICA NG PILIPINAS
KAGAWARAN NG PANATLAPI
KAWANIHAN NG BENTAS INTERNAS
REVENUE REGION NO. 019 - EASTERN VISAYAS
REVENUE DISTRICT OFFICE NO. 189 - ORMOC CITY



OCN: 009RC20220000004494
Date OCN Generated: October 18, 2022

CERTIFICATE OF REGISTRATION

TIN & BRANCH CODE 616-235-251-00000	NAME OF TAXPAYER NAUNGAN FISHERFOLKS ASSOCIATION (NAFIAS)	TIN ISSUANCE DATE October 18, 2022
REGISTERING OFFICE	<input checked="" type="checkbox"/> Head Office	<input type="checkbox"/> Branch
REGISTERED ADDRESS NAUNGAN 6541 ORMOC CITY LEYTE PHILIPPINES		

	<p>I hereby certify that the above named person is registered as indicated above, under the provision of the National Internal Revenue Code, as amended.</p> <p style="text-align: center;"><i>[Signature]</i> MALIK D. DIMAKUTA ASSISTANT REVENUE DISTRICT OFFICER CHONA M. COLASITO OIC- REVENUE DISTRICT OFFICER (Signature over Printed Name)</p>
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THIS CERTIFICATE MUST BE EXHIBITED CONSPICUOUSLY IN THE PLACE OF BUSINESS.



**This establishment MUST issue
RECEIPT/INVOICE**

for each service rendered/ sale of goods.

NAIWGAN FISHERFOLKS ASSOCIATION (NAFIAS)

Business Name

NAIWGAN FISHERFOLKS ASSOCIATION (NAFIAS)

Registered Name

616-235-251-000

TIN and Branch Code



**2 TO 4 YEARS IMPRISONMENT
FOR NON-ISSUANCE OF RECEIPT/INVOICE
REPORT VIOLATORS TO ANY OF THE FOLLOWING:**

- Telephone No. 8981-7030
- contact_us@bir.gov.ph
- commissioner@bir.gov.ph
- ANY BIR OFFICE

This NOTICE must be posted within this establishment in an area conspicuous to the public view.



Profile of NAFIAS

ANNEX 2: DOLE REGISTRATION

TO NAFIAS



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Regional Office No. VIII
WESTERN LEYTE FIELD OFFICE
Ormoc City

DOLE RO8-ORD-F1
Revision No. 00
Date Issued: 11 July 2018

Registration Certificate No.
R08-WLFO-2021-11-WA-1843

KNOW ALL MEN BY THESE PRESENTS:

**NAUNGAN FISHERFOLKS
ASSOCIATION (NAFIAS)**

Brgy. Naungan, Ormoc City, Leyte

Has this day been registered as and conferred with all the rights and privileges of a legitimate workers' association established for the MUTUAL AID AND PROTECTION of its members. It shall promote the moral, social and economic well-being of its members and shall have the right to represent them in accordance with its constitution and by-laws and for purposes not contrary to law.

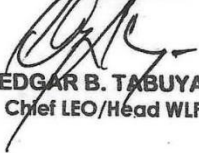
This certificate of registration shall subsist unless cancelled in the manner provided for by the Labor Code and its implementing rules and at all times shall be subject to compliance by said workers' association with all applicable laws and regulations relating to workers' association.

IN WITNESS WHEREOF, we hereunto affixed our signatures with the seal of DOLE Regional Office No. VIII, Tacloban City, Philippines this 11th day of January 2022.

By authority of the Regional Director:

HENRY JOHN S. JALBUENA
Regional Director

APPROVED BY:


EDGAR B. TABUYAN
Chief LEO/Head WLFO



Not valid w/out seal

Batitanan St., Sitio Kalipay
Brgy. Cogon, Ormoc City, Leyte
Tel No 561-4518
dolero8_wlfo@yahoo.com





ANNEX 3: LGU ACCREDITATION



Republic of the Philippines
City Government of Ormoc
16th Sangguniang Panlungsod



CERTIFICATE OF
ACCREDITATION

is granted to

NAUNGAN FISHERFOLKS ASSOCIATION

Brgy. Naungan, Ormoc City, Leyte

An organization established and registered in accordance with law and satisfactorily complied with the requirements for accreditation pursuant to **City Ordinance No. 009 series of 2014** and other pertinent laws and guidelines.



Done this **4th day of November 2022** in Ormoc City, Philippines.
This certificate of accreditation is valid only until June 30, 2025.

ATTY. NOLITO M. QUILANG
Majority Floor Leader
Chairperson, Com. on NGO Accreditation
and People's Participation

LEO CARMELO LOCSIN SR.
Vice Mayor & Presiding Officer
16th Sangguniang Panlungsod

LUCY MARIE TORRES-GOMEZ
City Mayor
City Government of Ormoc



ANNEX 4: LIST OF OFFICERS

Republic of the Philippines

Province of Leyte

City of Ormoc

Barangay Naungan

NAUNGAN FISHERFOLKS ASSOCIATION (NaFiAs)

LIST OF OFFICERS

NO.	NAME	POSITION	ADDRESS
1	Roberto Dajab	President	Brgy. Naungan, Ormoc City
2	Alie Agoylo	Vice-President	Brgy. Naungan, Ormoc City
3	Teresita Tangil	Secretary	Brgy. Naungan, Ormoc City
4	Juanito Mendoza Jr.	Treasurer	Brgy. Naungan, Ormoc City
5	Pablo Amarin	Auditor	Brgy. Naungan, Ormoc City
6	Wilson Banghit	Sgt. at Arms	Brgy. Naungan, Ormoc City
7	Nestor Hitgano	Sgt. at Arms	Brgy. Naungan, Ormoc City
8	Nestor Fernandez	P.I.O.	Brgy. Naungan, Ormoc City
9	Alvin Tampos	P.I.O.	Brgy. Naungan, Ormoc City
10	Corazon Tangil	BOD	Brgy. Naungan, Ormoc City
11	Jennifer Cordeño	BOD	Brgy. Naungan, Ormoc City
12	Nean Luceñara	BOD	Brgy. Naungan, Ormoc City



ANNEX 5: NAFIAS Constitution and By-laws

NAFIAS
NAUNGAN FISHERFOLKS ASSOCIATION
 Brgy. Naungan, Ormoc City, Leyte
CONSTITUTION AND BY-LAWS

PREAMBLE

WE, the **Naungan Fisherfolks Association (NAFIAS)**, imploring the aid of the Almighty God in order to build for ourselves an organization that shall unite our dreams for progress on our standard of living, sustain and alleviate poverty in the long run providing harmonious understanding among members and hereby promulgate this Constitution and By-Laws;

ARTICLE I
NAME AND ADDRESS OF THE ASSOCIATION

Section I. The Name of the Association shall be, **NAUNGAN FISHERFOLKS ASSOCIATION.**

Section II. The address of the Association shall be at **BARANGAY NAUNGAN, ORMOC CITY.**

ARTICLE II
VISION, MISSION AND OBJECTIVES

Section 1. Vision. The vision of this association is to be a globally competent, independent, resilient and sustainable association with its fundamentals centered on proper waste management and advocate of clean and green environment.

Section 2. Mission. The mission of this association is to uphold and develop the moral, social and economic well-being of its member and also to protect the environment through the use of proper and sustainable waste diversion method.

Section 3. OBJECTIVES AND PURPOSE

The objectives and purposes of this association are as follows:

1. To institute an association that will uphold mutual aid and protection amongst members;
2. To serve as an avenue of the association to avail any form of assistance particularly on loans, grants and assistance sponsored by the Local Government Unit, private and Non- Government Organizations (NGO's) both local and foreign
3. To provide amongst members knowledge, skills and capability training which is an effective way to cope up with the worlds challenge and crisis.

(The document is heavily annotated with handwritten signatures and names in blue ink, including 'Rolando C. Baguion', 'R. S. Aquino', 'N. H. H. H.', 'P. A.', 'G. O.', 'S. G.', '7. D. D.', 'B. G.', 'C. P.', 'L. M.', and 'J. P.')



- 4. To develop sustainable livelihood through the conduct of activities with the aim to alleviate poverty in the progress.
- 5. To unite and strengthen people empowerment through alliance and coordination with other concerned sectors in the community.

ARTICLE III. Membership

Membership – The membership of the association shall have the following qualifications:

- Residing and/ or working in the area of operation at Barangay Naungan, Ormoc City;
- Willing to abide the CBL of the Naungan Fisherfolks Association;
- Have no pending criminal cases or existing punishment (s) for criminal acts;
- Pledge to undertake the responsibilities and duties as a member
- Accomplish the membership registration form and the corresponding membership fee upon the date of its registration

Application for Membership

- The application for membership shall be in writing and must accomplish Membership form and to be presented to the respected Association officers
- Membership fee shall be Php. 50.00

Membership in Association. Membership shall be valid permanent unless terminated due to the following grounds:

- Habitual and multiple absences or 3 consecutive absence in any legal meeting of the association without proper excused (excuse shall be in writing)
- Convicted to a crime of any immorality and offense
- Failure to comply to the Constitution and By-Laws of Naungan Community Association or any violations of the provision thereof;

ARTICLE IV.

RIGHTS, DUTIES AND RESPONSIBILITIES OF MEMBERS

Section 1. **Rights of Members** – Association members are entitled to the following rights:

- Participate in the deliberation during membership meetings and any meetings being brought by the Association;
- Gain himself/herself of the services and facilities of the association without any discrimination ;
- Inspect and examine book of accounts, minutes of meeting and other records pertinent to its operations;
- To vote on all matters related to all association activity;
- To be eligible to any elective or appointive office of the association;
- Avail of the facilities of this association.

Un-akpa 1000000
 Nais
 N. Naisano
 E. Agui
 ROLANDA
 C. Baguion

P.A
 G.P. Sine
 7. Dajab
 C. Pansil
 Lemli Manatad

J. Romcal
 J. Nuisin
 J. Pantano



ARTICLE VI
GOVERNMENT

Section 1. The General Assembly – The General Assembly of the Association shall be composed of the members entitled to vote duly assembled and constituting quorum.

Section 2. Power and Limitation of the General Assembly – The General Assembly shall have the following power:

- Final authority in the management and administration of the affairs of the association
- To elect and remove officers and members with cause
- To hear and pass upon all reports of the officers
- To approve the development plans of the association
- Act as final arbiter in any dispute or disagreement which arise among members and officers of the association
- To exercise all powers expressly provided by the law and the Constitution and By-Laws

Section 3. Regular Monthly Meeting – The monthly meeting of the Association will be every 4th Sunday of the month at 2 pm.

Section 4. Annual General Assembly – The annual General Assembly shall be held on the 4th Saturday of the month January on its Fiscal year at the principal office or any place available of the members as long as with in its area of operation.

Section 5. Special General Assembly – Special General Assembly maybe called anytime at a majority vote for a reason of urgent matters that need members and officers decision. Written request for within 2 weeks from then the Special General Assembly can be summoned.

Section 6. Notice of General Assembly – written notice of all meetings shall be serve by the Secretary thru information by the Board of Directors at least 10 days prior to the General Assembly. Notice shall be accompanied by agenda, minutes of the last meetings and General Assembly meetings, reports, financial updates and other papers pertaining to the Association.

Section 7. Fiscal Year of the Association – Fiscal year of the Association shall commence every **First Day of January** and the **last day of December**.

Section 8. Quorum – At the annual or Special General Assembly, fifty percent (50%) plus one (1) of the voting members shall constitute a quorum.

Section 9. Manner of voting. Members entitled to vote shall be qualified to vote and participate in the General Assembly of this association. No members shall be entitled to vote than one regardless of the share owned. No proxy shall be allowed.

Handwritten signatures and notes:

- Top right: *Handwritten signatures*
- Left margin: *Unalyn Aduleno, N. H. Garcia, E. Aguirre, Rolando C. Baguian*
- Right margin: *Handwritten signatures and notes including 'Removal of Amisa'*
- Bottom: *Handwritten signatures and initials, including 'P.A.', 'Garcia', '7. Dajob', 'Baglet C. Pansil', 'JM. Lemily Manatad'*



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Section 17. Duties and Responsibilities of the Officers. The officers as a body have a general supervision and control of the affairs of the association. It shall be prescribe policies consistent with the law, these by-laws and the resolutions of the General Assembly for the management of its business and guidance of its members and employees.

Section 18. Duties and Responsibilities of the Officers

Chairman/President

- Preside over all meeting of the association and of the officers meeting.
- Perform any and all acts and duties usually performed by a presiding officer.
- Sign all communication, revolving fund certificates, contracts and such other papers of the association which the officers may authorize or direct him/her to sign.
- Perform such other duties as the officers may prescribe.

Vice chairman/President

- In the absence or disability of the Chairman/President, the vice chairman/president shall perform the duties of the Chairman/President the officers may decide to elect his/her successor.

Secretary

- Keep the seal of the association and affix such seal to any paper or instrument requiring the same;
- Take custody of the members register and the correspondence files and association;
- Perform all such other duties and work as the officers may prescribe from time to time.

Treasurer

- Take custody of all monies, securities and papers of the association;
- Keep a complete record of its cash transactions for the establishment of proof of his/her cash position at any time and date;
- Pay upon the recommendation of the business manager or as authorized by the officers, all money transactions and certified to the correctness of the cash position of the association in all financial statement and reports submitted to the officers and the general assembly.

Auditor

- Conduct audit on income and expenses and inventory of the association;
- Keep books documents and other financial records of the organization ;
- Install and maintain an adequate and effective accounting system within the organization;
- Render monthly report to the board of directors on the financial condition operations of the organization and annual reports to the General Assembly or as maybe required.

Board of Director

- Lawmaking body of the Association;
- Help and assist the officer in the implementation of all directives, policies, rules and regulation governing the association;
- Perform such other as deemed necessary for good of the association.

Vertical handwritten notes on the left margin:
- Top: *Strigip*
- Middle: *C. Baguwan*
- Below middle: *ROLANDO*
- Below that: *E. Aguirre*
- Bottom: *Manly Admino*
- Far bottom: *Manly Admino*

Vertical handwritten notes on the right margin:
- Top: *Removed if merged*
- Middle: *Let's*
- Bottom: *Manly Admino*

Handwritten signatures and initials at the bottom of the page:
- *P.A.*
- *Boaght, Rangil*
- *G. D. G. S. M.*
- *7. D. J. d.*
- *21M.*



**ARTICLE VII
CAPITAL STRUCTURE**

Section 1. Source of Funds. The association shall derive its fund from:

- Membership Fees, Monthly Dues and Fines
- Social Fund
- Fund Raising
- Revolving fund
- Loans and Capital Borrowings
- Subsidies, Grant in Aid or donation

Section 2. Membership Fees and Monthly Dues. Each member shall be required to pay a total amount of Fifty pesos (Php. 50.00) as a one-time membership fee upon admission to the association. Furthermore, each member shall be required to pay a monthly due amounting to a total of twenty pesos (Php. 20.00) during the regular General Assembly.

Section 3. Revolving Fund. The association may hold any activity designed to earn money as part of the revolving fund of the association. It is also derived from any interest earnings from load capital. If any;

Section 4. Loans and Capital Borrowing. The officials may solicit or seek donations, grant in aid to any institution. NGO's and Local or National Government to subsidize any livelihood programs and services amongst member.

Section 5. Subsidies. Grant in aid Donation. The BOD's may solicit or seek donations, grant in aid to any institution. NGO's and Local or National Government to subsidize any livelihood programs and services among members.

**ARTICLE VIII
ALLOCATION AND DISTRIBUTION OF INCOME**

Section 1. At the end of the fiscal year, the association shall distribute its net income to the following manner:

- Five percent (5%) shall set for the organization education and training fund which amount shall form part of the operational expenses of its operation
- Ten (10%) shall be set aside as General Reserve Fund. It is created for the purpose of the organization stabilization on its operation and to absorb losses if there is any, in its business operations;
- The remainder of the profit will be proportionately shared by all the members of the organization; otherwise determined by the BOD's in case of delinquent members.

**ARTICLE IX
OPERATION**

Section 1. As far as possible, all revenue transactions of the Association shall be on cash basis.

Amalyn Bedalino, Diva N. Hidalgo, C. Aguin

C. Bayuon

ROLANDO

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Section 2. The Association shall procure the production inputs and supplies, consumer goods and other related needs of its members and the community in bulk from the best sources possible through an association purchasing system to achieve economy and efficiency and shall make these goods available regularly at the right quality and quantity at reasonable price.

Section 3. All members shall execute a marketing and/or service agreement with the association. The latter shall market the product of the member and/or provide the needed service in the usual custody manner or any manner it may see fit under the circumstances, having the mind, interest and welfare of its members.

Section 4. The Association shall mobilize the resources of its members for capital formation toward financing other services needed by them and the community.

**ARTICLE X
AMENDMENTS**

Section 1. This constitution and By-laws may be amended, altered, or repeated in whole or in-part, or new Constitution and By-Laws may be adopted at any regular or special meeting of the General Assembly called for the Association.

**ARTICLE XI
EFFECTIVITY**

Section 1. This Constitution and By-Laws may be amended, altered or repeated in whole or in part or a new Constitution and By-Laws may be adopted at any regular or special meeting of the General Assembly called for the Association.

ADOPTED AND RATIFIED

This 29th day of October 2021, at the Barangay Naungan Hall, with the list of members together with their corresponding signatures, who ratified the same as appearing below:

NAME	CTC #
1. Roberto D. Dajab <i>[Signature]</i>	16474250
2. Alie A. Agoylo <i>[Signature]</i>	16442800
3. Teresita B. Tangil <i>[Signature]</i>	164566417
4. Elvera B. Aquin <i>[Signature]</i>	16076119
5. Pablo L. Amorin <i>[Signature]</i>	16457434
6. Wilson T. Banghit <i>[Signature]</i>	16479399
7. Nestor M. Hitgano <i>[Signature]</i>	16072993
8. Juanito L. Mendoza Jr <i>[Signature]</i>	1645011
9. Nestor S. Fernandez <i>[Signature]</i>	16072975
10. Gerardo M. Orellano <i>[Signature]</i>	16072988
11. Corazon B. Tangil <i>[Signature]</i>	16076121
12. Edwin B. Tangil <i>[Signature]</i>	16444627



- 13. Leonarda P. Misa *Leonarda* 16072974
- 14. Limuel P. Omega 18786149
- 15. Joserotilito U. Orias *Joserotilito* 16072978
- 16. Petronilo B. Panogaling *Petronilo* 16072983
- 17. Rolando L. Avila *ROLANDO LANILA* 16072984
- 18. Zaldy Y. Hitgano *Zaldy* 16072994
- 19. Michael L. Lebores *Michael* 16072985
- 20. Jocelyn T. Cantero *Jocelyn* 16461284
- 21. Concepcion B. Baguion *C. Baguion* 16072982
- 22. Anecito B. Galo 16479386
- 23. Gina L. Tangil *Gina* 16072995
- 25. Remie C. Baguio *Remie* 16076120
- 26. Jun B. Tangil 16072990
- 27. Felipe H. Lanogan Jr. *Felipe* 16072979
- 28. Jennifer A. Cordeño *Jennifer* 16076134
- 29. Dominador Asoy Bantawig *Dominador A Bantawig* 16072980
- 30. Maria Teresa D. Villezar *Maria* 16457408
- 32. Alvin V. Tampos *Alvin* 16458955
- 33. Charly H. Dajab 16450110
- 34. Romeo E. Reyes *Romeo* 16423073
- 36. Leah J. Hitgano *Leah* 16444686
- 37. Weden C. Elago *Weden* 16457426
- 38. Eulogio T. Dajab Jr. *Eulogio* 16457429
- 39. Victorino B. Galo *Victorino* 16475428
- 40. Tito C. Cania *Tito* 16072997
- 42. Albino S. Labiste *Albino* 16457431
- 44. Nean E. Luceñara *Nean* 16072962
- 45. Tarcila D. Dajab *T. Dajab* 16076250
- 46. Nida C. Doria *Nida* 16466421
- 47. Analyn M. Lawa *analyn* 16474250
- 49. Jemily D. Manatad *Jemily Manatad* 16072999
- 51. Romy C. Comingking *Romy* 16072998
- 52. Anthony C. Hitgano *Anthony* 16491053

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Republic of the Philippines)
City of Ormoc) S.S

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ACKNOWLEDGEMENT

BEFORE ME, a Notary Public for and in the City of Ormoc, personally appeared:

NO.	NAME	ID
1.	ROBERTO D. DAJAB	NATIONAL 6231-4269-5870-2782
2.	ALIE A. AGOYLO	NATIONAL 4038-2564-5837-8024
3.	TERESITA B. TANGIL	PHILHEALTH 13-201566329-8
4.	JUANITO L. MENDOZA JR.	VOTER'S 3738-0013B-12384JLM10000
5.	PABLO L. AMORIN	OSCA 25714
6.	WILSON T. BANGHIT	PHILHEALTH 13-201654790-9
7.	NESTOR M. HITGANO	PHILHEALTH 1320-0386-9982
8.	NESTOR S. FERNANDEZ	PHILHEALTH 23-002200934-1
9.	ALVIN V. TAMPOS	PHILHEALTH 13-200387164-2
10.	CORAZON B. TANGIL	PHILHEALTH 13-201265913-3
11.	JENNIFER A. CORDEÑO	VOTER'S 37380290AB0677JAC20000-0
12.	NEAN E. LUCEÑARA	VOTER'S 37380296BC0283NEL20000-3
13.	GERARDO M. ORELLANO	NATIONAL 4028-6257-3047-5326
14.	EDWIN B. TANGIL	PHILHEALTH 13-200386747-5
15.	LEONARDA P. MISA	UMID 0113-0969588-5
16.	LIMUEL P. OMEGA	SSS UMID CARD 0111-7457759-4
17.	JOSE ROTILITO U. ORIAS	PHILHEALTH 23-002204697-2
18.	PETRONILIO B. PANOGALING	PHILHEALTH 13-025118236-2
19.	ROLANDO L. AVILA	OSCA 24121
20.	ZALDY Y. HITGANO	VOTER'S 37380290AL3096ZYH10000-7
21.	MICHAEL L. LEBORES	NATIONAL 5715-0783-4923-1760
22.	JOCELYN T. CANTERO	GSIS UMID 0111-1171371-9
23.	CONCEPTION B. BAGUION	VOTER'S 3738-0290B-L0865CBB20000
24.	ANECITO B. GALO	NATIONAL 2782-6094-5048-1540
25.	GINA L. TANGIL	PHILHEALTH 13-025343724-4
26.	REMIE C. BAGUIO	PHILHEALTH 13-050145899-7
27.	FELIPE H. LANOGAN JR.	NATIONAL 3695-4981-3746-1831
28.	DOMINADOR A. BANTAWIG	PHILHEALTH 13-200978204-8
29.	MARIA TERESA D. VILLEZAR	NATIONAL 4058-4194-8162-0479
30.	CHARLY H. DAJAB	NATIONAL 5024-9514-6947-6254
31.	ROMEO E. REYES	VOTER'S 37380295AE2776RER10000-8
32.	LEAH J. HITGANO	PHILHEALTH 13-202114834-6
33.	WEDEN C. ELAGO	DRIVER'S LICENSE H03-19-006239
34.	EULOGIO T. DAJAB JR.	NATIONAL 6214-0832-0537-4961
35.	VICTORINO B. GALO	OSCA 10826
36.	TITO C. CANIA	NATIONAL 3857-2473-6925-3709
37.	ALBINO S. LABISTE	DRIVER'S LICENSE H03-94-018329
38.	TARCILA D. DAJAB	NATIONAL 3580-4156-8306-4905
39.	NIDA C. DORIA	PHILHEALTH 13-025091616-8
40.	ANALYN M. LAWA	PWD 08-37-38-073-2282
41.	JEMILY D. MANATAD	PHILHEALTH 13-201266972-4
42.	JUN REY B. TANGIL	NATIONAL 2196-7537-1846-2386
43.	ROMY C. COMINGKING	VOTER'S 37380292BA1791RCC10000-4
44.	ANTHONY C. HITGANO	VOTER'S 3738-0290B-A1786ACH10000
45.	ELVIRA B. AQUIN	PHILHEALTH 13-201008434-6

Who represented to me that their respective signatures upon this instrument were voluntarily affixed by them for the purpose herein and who declared that they have executed the foregoing instrument as their free and voluntary act and deed.

This instrument refers to the CONSTITUTION AND BY-LAWS OF NAUNGAN FISHERFOLKS ASSOCIATION and consisting of 10 pages including this page where Acknowledgement is written, duly signed by the parties and their instrumental witnesses on each and every page thereof.

WITNESS MY HAND AND SEAL, this **NOV 29 2021** in Ormoc City, Philippines.

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Book No. XI
Series of MI

ATTY. NOLITO M. QUILANG
Notary Public
For Ormoc City and Municipalities of
Kananga, Matag-ob, Merida, and Isabel, Leyte
Notarial Commission No. ORM-21-03-003 until December 31, 2022
PTR No. 1171 / 01-01-2017 / Ormoc City
Roll of Attorney No. 48585, IBP No. LRN - 03759/Leyte
TIN No. 167 - 046-664, Bonifacio St., Ormoc City

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Family Manatad

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Rolando L. Avila



Republic of the Philippines
Province of Leyte
City of Ormoc
Barangay Naungan
Naungan Fisherfolk Association (NaFIAs)

FINANCIAL STATEMENT


Particulars	Amount
Membership Fee Php 50.00/ member 45 members	Php 2,250.00
Monthly Dues for OctoberPhp 20.00/ member 45 members	Php 900.00
Monthly Dues for NovemberPhp 20.00/ member 45 members	Php 900.00
TOTAL	Php 4,050.00

Expenses	Amount
Printing of Registration Forms & Attendance Sheets.....	Php 150.00
Office Supplies	Php 450.00
Encoding and Printing of DOLE Registration requirements	Php 250.00
Transportation of Officers during Meeting with UN Habitat..... (Php20.00 x 11 officers x V/V)	Php 440.00
TOTAL	Php 1,290.00 ✓


Cash on Hand **Php 2,760.00**

Nothing Follows.....

Prepared by:


TERESITA B. TANGIL
Secretary

Attested by:


ROBERTO D. DAJAB
President