



Republic of the Philippines
Department of Education
NEGROS ISLAND REGION

REGIONAL MEMORANDUM

No. 283, s. 2025

CORRIGENDUM TO REGIONAL MEMORANDUM NO. 268, s. 2025
PARTICIPATION IN THE CONDUCT OF ARNIS TECHNICAL
OFFICIALS' ACCREDITATION TRAINING SEMINAR

To: Schools Division Superintendents
All Others Concerned

1. Relative to Regional Memorandum No. 268, s. 2025 titled **Participation in the Conduct of Arnis Technical Officials' Accreditation Training Seminar** originally scheduled on August 23-24, 2025 in Bago City Community Center, this Office issues the following changes in the schedule of dates and list of participants.

DATE	DAY
September 6, 2025	Saturday
September 7, 2025	Sunday
September 13, 2025	Saturday
September 14, 2025	Sunday

2. Each division is allowed three (3) participants per category, except for Negros Oriental and Negros Occidental which are allotted six (6) slots. The participants must meet the following qualifications:

- physically fit and in good health condition;
- willing to serve as technical officials during Arnis competitions at the division, regional and national levels;
- officially recommended/endorsed by their respective Schools Division Office (SDO);
- of good moral character and with no pending administrative or criminal case;
- preferably with background or prior involvement in sports, particularly in Arnis or other combative sports; and
- willing to comply with the training requirements and standards set by the accrediting body.

3. Be informed that ***no free meals will be provided during the workshop, and no training fee will be collected from the participants.***

4. All other related expenses shall be charged against local funds subject to the usual accounting, auditing rules and regulations.



Republic of the Philippines
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NEGROS ISLAND REGION

5. All other provisions stipulated in the previous Memorandum remain unchanged.
6. Immediate dissemination of and compliance with this Memorandum are desired.

RAMIR B. UYTICO EdD, CESO III
Regional Director

Reference: Memorandum No. 268, s. 2025

Incl: As Stated

To be indicated in the Perpetual Index
under the following subjects:

ACCREDITATION
COACHES
PROGRAMS
SEMINAR
SPORTS
STANDARDS

FDM/ESSD-RM CORRIGENDUM PARTICIPATION IN THE CONDUCT OF ARNIS212/AUGUST 18, 2025



Republic of the Philippines
Department of Education
NEGROS ISLAND REGION

AUG 15 2025

REGIONAL MEMORANDUM

No. 268, s. 2025

PARTICIPATION IN THE CONDUCT OF ARNIS TECHNICAL OFFICIALS' ACCREDITATION TRAINING SEMINAR

To OIC – Assistant Regional Director
Schools Division Superintendents
All Others Concerned

1. Attached is a communication from the Schools Division of Bais City regarding the conduct of a **Free Accreditation Training Seminar for Arnis Technical Officials**. The activity is scheduled over two (2) consecutive weekends, Saturdays and Sundays only, to avoid disruption of classes, and shall be hosted by the Schools Division of Bago City. The venue will be announced through a separate communication. This initiative forms part of the preparations for the upcoming Negros Island Region (NIR)-wide Arnis events and competitions. Below is the schedule:

Date	Day
August 23, 2025	Saturday
August 24, 2025	Sunday
September 13, 2025	Saturday
September 14, 2025	Sunday

2. This initiative shall be facilitated by the International and National Arnis Technical Officials and Accreditors who have served during the 2019 and 2023 Southeast Asian (SEA) Games. These experts also hold appointments as Regional Directors of the Department of Education Eskrima Kali Arnis Federation (DEEKAF), a recognized group that has been instrumental in enhancing technical standards and training nationwide.

3. The participants to this activity are the Coaches and Technical Officials of the 21 Schools Division Offices (SDOs) of this Region.

4. The food and accommodation of the participants shall be provided by SDO Bago City; while, the travel and incidental expenses are chargeable against local funds, subject to the usual accounting, auditing, rules and regulations.

5. Further, the participants from nearby barangays shall be provided with food during the activity, however, the accommodation expenses shall not be covered.

6. The interested participants are requested to confirm their attendance on or before August 21, 2025 (Thursday) by submitting their details through Mr. Eric S. Bacolado, Jr., OIC - Education Program Supervisor in MAPEH, Curriculum Learning and



Address: Batinguel, Dumaguete City, 6200
Telephone Nos:
Email Address: nir@depd.gov.ph
Website: <https://tinyurl.com/nir-gov-ph>



Republic of the Philippines
Department of Education
NEGROS ISLAND REGION

Management Division (CLMD) via email at eric.bacolado001@deped.gov.ph or contact at mobile number 09816976835.

7. Services rendered beyond the regular working or office hours during the preparation and participation in the activities shall entitle teaching personnel to the corresponding leave/service credits pursuant to DepEd Order No. 53, s. 2003 (Updated Guidelines on the Grant of Vacation Service Credits to Teachers), and non-teaching personnel to compensatory overtime credit (COC) in accordance with Civil Service Commission (CSC) and Department of Budget and Management (DBM) Joint Circular No. 2, s. 2004 (Policies and Guidelines on Overtime Services Rendered). Grant of such credits shall be subject to the submission of a duly accomplished Daily Time Record (DTR) as proof of actual services rendered.

8. Immediate dissemination of and compliance with this Memorandum are desired.

RAMIR B. UYTICO EdD, CESO III
Regional Director

Encl.: As Stated

Reference: Letter

To be indicated in the Perpetual Index
under the following:

ACCREDITATION
ATTENDANCE
COACHES
PROGRAMS
TECHNICAL OFFICIALS
TRAININGS
SEMINARS

FDM/ESSD/RM ARNIS TECHNICAL ACCREDITATION SEMINARS
/Aug. 14, 2025



NIR Arnis Technical Officials Accreditation/Seminar

TIME	AUGUST 23, 2025 DAY 1 ACTIVITIES
07:00-08:00	Arrival, Registration, and Distribution of Kits
08:01-08:30	Opening Ceremony • Singing of Hymns • Opening Prayer • Welcome Message • Recognition of Participants and Introduction of Speakers • Solidarity Message • Keynote Message • Photo Opportunity
08:31-09:01	Pre-Test
09:01-09:31	PEKAF/DEEKAF Guidelines
09:32-10:31	Code of Conduct of Technical Officials
10:32-11:45	Module 1: Roles and Functions of Technical Officials <i>Focused Questions: What are the role of technical officials? How important is track-record and expertise for technical officials?</i>
12:01-13:00	Lunch
13:01-14:30	Module 2: Lecture for Anyo, Padded Point, and Continuous Sparring Criteria, Scoring and Tie Breaker <i>Focused Questions: What is anyo? What are padded points? What is sparring criteria? How is scoring and breaking a tie done?</i>
14:31-16:00	Module 3: Hand Gestures <i>Focused Questions: What are the different hand gestures used in Arnis? Why is knowledge of these hand gestures important?</i>
16:01-17:00	Application Activity 1: Practicum and Calibration

TIME	AUGUST 24, 2025 DAY 2 ACTIVITIES
08:01-08:15	Opening Prayer and Energizer; Attendance
08:16-09:30	Application Activity 2: Familiarization and Application using Anyo score sheets
09:31-11:45	Application Activity 3: Basic Arnis Strikes, Drills for Anyo, Padded Point and Continuous Sparring
12:01-13:00	Lunch
	Homeward Bound

2nd WEEK

TIME	SEPTEMBER 13, 2025 DAY 3 ACTIVITIES
08:01-08:15	Opening Prayer and Energizer; Attendance
08:16-11:30	Application Activity 4: Anyo Presentation and Judging, Tournament Protocols
12:01-13:30	Lunch
13:31-16:00	Application Activity 5: Padded point; Continuous Sparring Referee and Judging, Tournament Protocol

	SEPTEMBER 14, 2025 DAY 4 ACTIVITIES
08:01-08:15	Opening Prayer and Energizer; Attendance
08:16-9:16	Post Test
9:16-10:30	Closing program • Opening Prayer • Singing of the Philippine National Anthem • Singing of a Nationalistic Song • Welcome Message • Recap of INSET Highlights / AVP Presentation • Impression from a Participant • Challenge to the Participants • Acceptance of the Challenge • Awarding of Certificates • <i>Resource Speakers</i> • <i>Organizers</i> • <i>Participants</i> • Closing Message • Closing Prayer • Group Photo and Fellowship
	*HOMEWARD BOUND



Contact

Phone

+639606549181

Email

rico.tanesa@deped.gov.ph

Address

136 Purok 6, Bolocboloc, Sibulan,
Negros Oriental, 6201

Education

BSEd-Filipino

Negros Oriental State University-Main Campus

Position Held

Tournament Manager in NORAA-ARNIS
EVENT

Chief Table Official in CVIRAA

ARNIS TOURNAMENT MANAGER NIRAA
MEET 2017

DepEd Eskrima Kali Arnis Federation
(DEKAF) National Auditor

Expertise

PEKAF National Accreditor

PEKAF International and National
Technical Official

GREEN BELT- Trovador Ramos Asian
Consolidated Martial Arts (TRACMA)-
Dumaguete

Member DUMAA-DEI

Language

English
Filipino
Cebuano

RICO C. TAÑESA

Technical Official

"As a dedicated and seasoned technical official in the sport of Arnis, I uphold the values of integrity, fairness, and precision in my roles as referee, judge, and resource person. With deep respect for the discipline, I strive to officiate every match with the highest professionalism, embodying the true spirit of the sport. Beyond officiating, I actively contribute to the growth of Arnis by supporting the training and accreditation of fellow officials, fostering consistency, ethical conduct, and technical excellence across all levels of competition."

Experience

○ Februray 12-16, 2025

Trainor/Accreditor-Negros Oriental Cluster Training and Accreditation of
Coaches for Arnis

○ November 23-28,2024

BATANG PINOY-ARNIS COMPETITION

Puerto Princesa, Palawan

Chief Table Official

○ July 25-27,2024

17th WEKAF World Championships

Mandaue City, Cebu

Resource Speaker, Accreditor, and/Chief Table Official

○ December 16-22,2023

BATANG PINOY & PHILIPPINE NATIONAL GAMES

Ayala Malls, Manila

Chief Table Official

○ 2024 DUMAA BEACH ARNIS COMPETITION

as Court Manager

○ June 28-29, 2024

PANAAD ARNIS SPORTS FESTIVAL 2024

Asst. Tournament Manager/Court Manager

○ June 18-22, 2024

RIZAL'S LEGACY NATIONAL ARNIS CHALLENGE

Resource Speaker, Accreditor, and/Chief Table Official

Reference

Gerald O. Cañete

Executive Vice-President

PEKAF

GM Ike Xavier Villaflores

Board Member/Chairman for Cultural
Committee

PEKAF

**BRIAN P. MARTIR**

Master Teacher I

Ramon Torres National High School

Division of Bago City

Email: brianmartir@gmail.com

Phone: 09605905781

Sports Club Adviser and coach of Ramon Torres National High School Arnis Team in Bago City, Negros Occidental. Experienced coach in Arnis since 2012 and had been a Palarong Pambansa Champion Coach for twice in a row. Have also coached athletes for Batang Pinoy and Philippine National Games for several times and

brought home medals for the team. Coach of qualified arnis athletes for Philippine National Championships for Arnis.

Work Experience***Sports, Arnis***

June 2012 - Present

- Organized various sports tournaments, including local and national invitationals.
- Managed all operations of the team, including schedule of practice, training programs, tournament participations and recruitment/screening of members.
- Developed and implemented a successful strategy to improve winnability in competitions.

Sports Coordinator (Arnis), Province of Negros Occidental

April 2020 - December 2022

- Developed and implemented various sports programs in Arnis for the whole province of Negros Occidental
- Organized province-wide tournaments in Arnis
- Conducted on-line sports webinar for Arnis coaches and officiating officials
- Coached team for Negros Occidental delegates to Batang Pinoy Championships in Arnis
- Rendered technical support and aid to various teams in the province
- Served as focal person in Arnis for the province

Lecturer/Demonstrator (Arnis), DepEd Neg. Occ. Division

September 2023 - October 2024

- Lectured/Demonstrated in various Seminar-Workshop in Arnis for DepEd Neg. Occ. Division.
- Assisted in the crafting of coaching guidelines and training programs for new and veteran coaches.
- Helped discussed the Rules of the game especially in the Palarong Pambansa and PEKAF National Games.

Accredited Technical Official (Arnis), PEKAF/DEEKAF

January 2018 - Present

- Served as Technical Official in the WEKAF (World Competition) in Arnis at Mandaue City, Cebu
- Invited as Technical Official for the 2024 Visayas ROTC Games in SM City, Bacolod City
- Officiated in various local and national Arnis competitions in Negros Occidental, Negros Oriental and other parts of the country.
- Served as Tournament Director for various DepEd Arnis Competitions

Focal Person in Various Sports, Bago City & Neg. Occ.

June 2018 - Present

- Facilitated sports activities for the City of Bago in various sports like Arnis, Cycling, Badminton, Table Tennis, Football, Volleyball, Chess and others
- Worked as Focal Person for the Pool of Trainers of Negros Occidental in the 2025 Palarong Pambansa in Ilocos Norte
- Organized and assisted the group of coaches of Bago City in various sports for the 2025 Batang Pinoy Championships

Education

Bachelor of Science in Secondary Education major in Mathematics, Bago City College

June 1996 - April 2000

High School, Ramon Torres National High School

June 1992 - April 1996

Elementary, Bago City Elementary School

June 1986 - April 1992

Reference

Orlando G. Cezar

SGOD Chief - DepEd Bago City

Phone: 09295125830



DEPARTMENT OF EDUCATION ESKRIMA KALI ARNIS FEDERATION



DR. RAMIR B. UYTICO EDD, CESO III

Regional Director
Department of Education – Negros Island Region
Dumaguete City

Subject: Proposal to Conduct Free Accreditation/Training for DepEd Arnis Technical Officials

Dear Dr. Uytico,

Warm greetings of peace and excellence in public service!

In line with the growing need to strengthen and standardize the technical capacity of our Arnis officials in the region, we respectfully submit this proposal to **conduct a Free Accreditation/Training/Seminar for DepEd Arnis Technical Officials** in preparation for the upcoming NIR-wide Arnis events and competitions.

The proposed activity is scheduled to take place over two consecutive weekends (Saturdays and Sundays only) to ensure no disruption of classes and to accommodate the availability of teacher-participants from various divisions.

This initiative will be facilitated by International and National Arnis Technical Officials and Accreditors who have served during the 2019 and 2023 Southeast Asian (SEA) Games. These experts also hold appointments as Regional Directors of the Department of Education Eskrima Kali Arnis Federation (DEEKAF), a recognized group that has been instrumental in enhancing technical standards and training nationwide.

We are also pleased to inform you that Dr. Amado Rabang Macayan, the National Arnis Tournament Director for Palarong Pambansa 2024 and 2025, is among the endorsers of this initiative. His appointment letter is attached herewith for your reference, along with the Curriculum Vitae of our esteemed speakers and facilitators.

Kindly be assured that DepEd NIR will incur no financial obligations for the conduct of this training. All expenses related to resource speakers, materials, logistics, and certification will be fully covered by the organizing body.

We believe that this activity will significantly contribute to the professional development of our Arnis technical officials and elevate the quality of officiating in our regional events. It is our hope that this proposal will merit your kind consideration and approval, and looking forward for the endorsement of this proposed training for our fellow technical officials in the Department of Education here in Negros Island Region.

Please feel free to contact us should you require any further information or clarification.

Thank you very much and more power!

Respectfully yours,



Don Jose G. Campoy
MT-I Bais Bais City National High School
Bais City
Negros Oriental
Regional Director Department of Education Eskrima Kali Arnis Federation (DEEKAF)
+639363230344



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Phone

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Email

campoydonjoseg@gmail.com

Address

Silliman Village, Brgy Piapi,
Dumaguete City, Neg.Or. 6200

Education

BSEd-PE

Silliman University

Position Held

BCNHS Sports Coordinator

Tournament Manager for Bais City
Division

Court Manager for CVIRAA

Assistant Court Manager & Assistant
Chief Judge for Palarong Pambansa

Expertise

PEKAF International and National
Accreditor

PEKAF International and National
Technical Official

4th Degree Black belt in DUMAA Eskrima
International

1st Degree Black belt in Aikido Riyo
Dumaguete

Language

English
Tagalog
Cebuano

Don Jose G. Campoy

Technical Official

"As a passionate and experienced technical official in the sport of Arnis, I am committed to upholding the core values of integrity, fairness, and precision in every aspect of my role as a referee, judge, and resource person. With a deep respect for the discipline, I strive to ensure that each match is officiated with the highest level of professionalism, reflecting the true spirit of the sport. Beyond my responsibilities as an official, I dedicate myself to the development of Arnis by supporting the training and accreditation of fellow technical officials, promoting consistency, ethical standards, and expertise at every level of competition."

Experience

○ June 5-8,2025

1st PEKAF BOHOL BEACH ARNIS INVITATIONAL TOURNAMENT
Dominguez Beach, Doljo, Panglao, Bohol
Accreditor and Technical Official

○ May 18-31,2025

PALARONG PAMBANSA 2025
Laoag City, Ilocos Norte
Assistant Court Manager and Assistant Chief Judge

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San Fernando, Cebu
Court Manager

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○ April 21-23,2023

32nd SOUTHEAST ASIAN GAMES
Phnom Penh, Cambodia
ResourceSpeaker, International Referee ,and Judge

○ November 22 - December 3, 2019

30TH SOUTH EAST ASIAN GAMES
Angeles City,Manila
Resource Speaker, International Technical Official

Reference

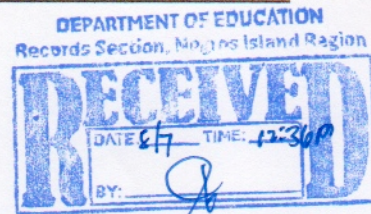
Gerald O. Cañete
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DEPARTMENT OF EDUCATION ESKRIMA KALI ARNIS FEDERATION



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Dumaguete City

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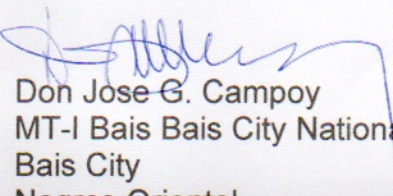
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Please feel free to contact us should you require any further information or clarification.

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Respectfully yours,


Don Jose G. Campoy
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Bais City
Negros Oriental



Department of Education
Eskrima Kali Arnis Federation
Villasis, Pangasinan, Philippines
09292883681
amado.macayan@depe.gov.ph

Date: July 6, 2025

TO WHOM IT MAY CONCERN:

This letter serves as formal authorization for **MR. DON JOSE CAMPOY** and **MR. BRIAN MARTIR**, holding the positions of **REGIONAL AND ASSISTANT REGIONAL DIRECTORS respectively**, to conduct a **Seminar and Accreditation for Technical Officials under the Philippine Eskrima Kali Arnis Federation** in connection with the upcoming **Arnis Event** sanctioned by the **Philippine Eskrima Kali Arnis Federation**.

They are hereby authorized to:

1. Organize and facilitate seminar sessions for technical officials.
2. Administer accreditation procedures in accordance with the standards and protocols of the Federation.
3. Coordinate with local education units, event organizers, and other relevant stakeholders.
4. Ensure that all activities uphold the values and objectives of the Department of Education and the Eskrima Kali Arnis Federation.

This authorization is valid from **July 6, 2025 to July 6, 2027** unless otherwise revoked in writing by the undersigned.

Should you require further information or verification, please contact us through the details provided above.

Thank you for your cooperation.

Respectfully yours,

AMADO RABANG MACAYAN EdD

Education Program Supervisor in-charge of MAPEH
Schools Division Office of Urdaneta City
Department of Education Eskrima Kali Arnis Federation - National President
Arnis Palarong Pambansa - Tournament Director
Southeast Asian Games Technical Official in Arnis
09178456036



Contact

Phone

+639363230344

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Resource Speaker, International Technical Official

Reference

Gerald O. Cañete

Executive Vice-President

PEKAF - 09173210980

GM Ike Xavier Villaflores

Board Member/Chairman for Cultural
Committee

PEKAF - 09088837234



Contact

Phone

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Email

rico.tanesa@deped.gov.ph

Address

136 Purok 6, Bolocboloc, Sibulan,
Negros Oriental, 6201

Education

BSEd-Filipino

Negros Oriental State University-Main Campus

Position Held

Tournament Manager in NORAA-ARNIS
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Chief Table Official in CVIRAA

ARNIS TOURNAMENT MANAGER NIRAA
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Member DUMAA-DEI

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RICO C. TAÑESA

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as Court Manager

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PANAAD ARNIS SPORTS FESTIVAL 2024

Asst. Tournament Manager/Court Manager

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RIZAL'S LEGACY NATIONAL ARNIS CHALLENGE

Resource Speaker, Accreditor, and/Chief Table Official

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Gerald O. Cañete

Executive Vice-President

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Committee

PEKAF



BRIAN P. MARTIR

Master Teacher I

Ramon Torres National High School

Division of Bago City

Email: brianmartirp@gmail.com

Phone: 09605905781

Sports Club Adviser and coach of Ramon Torres National High School Arnis Team in Bago City, Negros Occidental. Experienced coach in Arnis since 2012 and had been a Palarong Pambansa Champion Coach for twice in a row. Have also coached athletes for Batang Pinoy and Philippine National Games for several times and

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Sports Coordinator (Arnis), Province of Negros Occidental

April 2020 - December 2022

- Developed and implemented various sports programs in Arnis for the whole province of Negros Occidental
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- Served as focal person in Arnis for the province

Lecturer/Demonstrator (Arnis), DepEd Neg. Occ. Division

September 2023 - October 2024

- Lectured/Demonstrated in various Seminar-Workshop in Arnis for DepEd Neg. Occ. Division.
- Assisted in the crafting of coaching guidelines and training programs for new and veteran coaches.
- Helped discussed the Rules of the game especially in the Palarong Pambansa and PEKAF National Games.

Accredited Technical Official (Arnis), PEKAF/DEEKAF

January 2018 - Present

- Served as Technical Official in the WEKAF (World Competition) in Arnis at Mandaue City, Cebu
- Invited as Technical Official for the 2024 Visayas ROTC Games in SM City, Bacolod City

- Officiated in various local and national Arnis competitions in Negros Occidental, Negros Oriental and other parts of the country.
- Served as Tournament Director for various DepEd Arnis Competitions

Focal Person in Various Sports, Bago City & Neg. Occ.

June 2018 - Present

- Facilitated sports activities for the City of Bago in various sports like Arnis, Cycling, Badminton, Table Tennis, Football, Volleyball, Chess and others
- Worked as Focal Person for the Pool of Trainers of Negros Occidental in the 2025 Palarong Pambansa in Ilocos Norte
- Organized and assisted the group of coaches of Bago City in various sports for the 2025 Batang Pinoy Championships

Education

Bachelor of Science in Secondary Education major in Mathematics, Bago City College

June 1996 - April 2000

High School, Ramon Torres National High School

June 1992 - April 1996

Elementary, Bago City Elementary School

June 1986 - April 1992

Reference

Orlando G. Cezar

SGOD Chief - DepEd Bago City

Phone: 09295125830



NIR Arnis Technical Officials Accreditation/Seminar

TIME	AUGUST 23, 2025 DAY 1 ACTIVITIES
07:00-08:00	Arrival, Registration, and Distribution of Kits
08:01-08:30	Opening Ceremony • Singing of Hymns • Opening Prayer • Welcome Message • Recognition of Participants and Introduction of Speakers • Solidarity Message • Keynote Message • Photo Opportunity
08:31-09:01	Pre-Test
09:01-09:31	PEKAF/DEEKAF Guidelines
09:32-10:31	Code of Conduct of Technical Officials
10:32-11:45	Module 1: Roles and Functions of Technical Officials <i>Focused Questions: What are the role of technical officials? How important is track-record and expertise for technical officials?</i>
12:01-13:00	Lunch
13:01-14:30	Module 2: Lecture for Anyo, Padded Point, and Continuous Sparring Criteria, Scoring and Tie Breaker <i>Focused Questions: What is anyo? What are padded points? What is sparring criteria? How is scoring and breaking a tie done?</i>
14:31-16:00	Module 3: Hand Gestures <i>Focused Questions: What are the different hand gestures used in Arnis? Why is knowledge of these hand gestures important?</i>
16:01-17:00	Application Activity 1: Practicum and Calibration

Venue - BAGO CITY

TARGET PER DIVISION - 2 TO 3 - NEG/OCC/OR - 5

PILLETING - SCHOOL OPTIONAL

SPEAKERS - C/O DIVISION OF BAGO CITY -

TIME	AUGUST 24,2025 DAY 2 ACTIVITIES
08:01-08:15	Opening Prayer and Energizer; Attendance
08:16-09:30	Application Activity 2: Familiarization and Application using Anyo score sheets
09:31-11:45	Application Activity 3: Basic Arnis Strikes, Drills for Anyo, Padded Point and Continuous Sparring
12:01-13:00	Lunch
	Homeward Bound

2nd WEEK

TIME	SEPTEMBER 13,2025 DAY 3 ACTIVITIES
08:01-08:15	Opening Prayer and Energizer; Attendance
08:16-11:30	Application Activity 4: Anyo Presentation and Judging, Tournament Protocols
12:01-13:30	Lunch
13:31-16:00	Application Activity 5: Padded point; Continuous Sparring Referee and Judging, Tournament Protocol

	SEPTEMBER 14,2025 DAY 4 ACTIVITIES
08:01-08:15	Opening Prayer and Energizer; Attendance
08:16-9:16	Post Test
9:16-10:30	Closing program • Opening Prayer • Singing of the Philippine National Anthem • Singing of a Nationalistic Song • Welcome Message • Recap of INSET Highlights / AVP Presentation • Impression from a Participant • Challenge to the Participants • Acceptance of the Challenge • Awarding of Certificates • <i>Resource Speakers</i> • <i>Organizers</i> • <i>Participants</i> • Closing Message • Closing Prayer • Group Photo and Fellowship
	*HOMEWARD BOUND