



Sustainability Report

2022-2023



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A MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

David Sutherland

Greetings!

Not many times in life does anyone get a chance to make a difference in the lives of millions of people. At ICM we believe we are facing one of those times. We seek a few dozen financial partners who will be the foundation to bring life change to millions across new parts of the Philippines and around the world.

When Deanna and I first got involved with this fledgling organization in 1997, we had no idea of the impact ICM could have. From a handful of staff, we've grown to 735 full-time local Filipinos. From one city, Bacolod, we are now in every single village in large parts of the Philippines and have expanded to two other countries. From helping a few thousand families, we are approaching our 2 millionth beneficiary!

ICM is a data-driven organization; we have learned so much in our three decades of innovation. First, we've learned that life for the ultra-poor is unimaginable. Our research team sheds light on the realities of ultra-poverty so that we can best address families' needs.

Second, we have learned that the local church is the most efficient way to reach those in need. Our network of pastors has exploded during the pandemic; we now have a more than 16,000 active local pastors who partner with us to deliver hope to the ultra-poor.

And third, we have learned how to launch hope that is both deep and wide. We tenaciously strive to have an even greater impact and continue to expand ICM's geographical reach to benefit more families.

Every single person who makes up this extraordinary organization, whether our supporters, staff, partner pastors, or community volunteers, has played a part in delivering tangible hope to some of the poorest people in our world. We are deeply grateful.

David Sutherland

CEO, International Care Ministries





A MESSAGE FROM THE MEMBER OF THE GLOBAL BOARD OF DIRECTORS

Dennis Montercillo

Warmest greetings from International Care Ministries!

As per this writing, we begin to enter the Christmas season - anticipating both the joy of spending time with our loved ones as well as the anxiety built by recent environmental and economic climate movements.

The Philippines is at a crux of uncertainty and potential. Inflation continues to rise, and typhoon Rai (Odette) remains in the country's rearview mirror. Prices of goods steadily become barriers to proper nutrition and daily needs, and the prospect of future climate disturbances threaten any progress that the most vulnerable have built. Issues of food security and hunger continue to be exacerbated by conflict and climate on the back of recovering economies from the COVID19 pandemic.

Despite the looming adversity, potential abounds. The Philippines continues to leverage the scale of its digital connectivity to build mobile financial technologies to provide financial products and assistance to the communities in most need. Companies, coalitions, and communities are beginning to double down on climate action as it braves the changing environment and as the world pivots to sustainability. We still have religious and political freedoms in the Philippines that many other countries of the world do not have. And we still have natural resources that display the beauty of our islands, mountains and seas.

ICM intervenes to close the gap between these uncertainties and its potential. We are working hard to reach ultra-poor Filipinos who need a helping hand to lift them out of poverty. In ICM's 30 years of continued excellence, we approach the problem through a whole-of-society approach. We are actively engaged with civil society coalitions that address livelihoods, health, nutrition, education, indigenous peoples' needs and disasters. We collaborate with the government at all levels, including the Department of Social Welfare and Development, the Department of Health, and the Department of Education.

As we end 2022, we are deeply grateful to our partners, donors, as well as dedicated staff to bridge the gap between our fellow Filipinos' needs and the resources required to help them walk the pathway out of poverty. ICM is on its way towards helping 2 million Filipinos achieve self-sufficiency. Having hit 1.6 million this year, we seek to contribute our share towards hitting the collective SDG goals in 2030.





ICM Governance

VISION, MISSION, GOALS

International Care Ministries Foundation Inc. (ICM) is a grassroots non-governmental organization dedicated to ensure ultra-poor Filipino families are not left behind as the Philippine economy improves. The ultra-poor are those who survive on PHP 26.00 (USD 0.50) per person per day. They are at the bottom layer of the 21.6 percent of Filipinos considered by the World Bank as extremely poor.

ICM aims to address ultra-poverty by enabling the poor to become healthier, to renew their hope in the future, and to increase their incomes by implementing strategies that primarily build resilience in families and communities through an integrated approach to development. Its mission is to deliver the right support, the right training and the right resources to unlock the bondages of poverty.

ICM’s vision is to see ultra-poor families chart a pathway to self-sufficiency, releasing them from the clutches of poverty.

VISION	MISSION
Ultra-poor families released from physical, emotional, and spiritual bondage.	Deliver the right support, right training, and right resources to unlock the bondages of poverty.

The long-term goal of ICM is the elimination of ultra-poverty in support of Sustainable Development Goals (SDGs) 1 - End poverty, and 2 – Zero Hunger, 3 – Good health and well-being, 4 – Quality Education and 5 – Gender Equality. In addition, ICM is actively involved in SDG 17 - Partnerships for the Goals. ICM fully supports the Ten Principles of the UN Global Compact in all of its business operations.

1 NO POVERTY



2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



17 PARTNERSHIPS FOR THE GOALS



ORGANIZATIONAL PROFILE

ICM is a Filipino non-governmental organization (NGO) registered with the Securities and Exchange Commission (SEC) and is an accredited partner of the Department of Social Welfare and Development (DSWD). It is certified by the Philippine Council for NGO Certification (PCNC).

ICM's Global Center is located in Hong Kong, Uganda, and Guatemala. The bulk of ICM's technical and management staff and other resources are based in Manila, where it has more access to field locations for support and supervision. Each of the bases has a complement of technical, support and operations teams led by an Area Head. Each base may have two to four branch offices in its area of coverage. Over the past 30 years, ICM has grown tremendously, from one small outreach in Bacolod to 13 operational bases serving thousands of communities annually. ICM currently employs 735 full-time local Filipino staff.

In Uganda, ICM has successfully delivered Transform in 140 communities.

Since launching in December of 2021, ICM has seen enthusiastic uptake among 4,921 participants with a 95% graduation rate. About 24,000 family members have already experienced Transform's positive impact. In addition, ICM facilitated much-needed surgeries for 60 people. Transform is demonstrating high-impact at low cost in Africa!

ICM's new Guatemalan team piloted unique strategies aimed at improved scalability.

After a year of trial and error, we have reverted to our classic Transform program. In 2022-23, we plan for 45 communities to host Transform. We are looking forward to reporting on the impact of those programs in the coming year.



ORGANIZATIONAL PROFILE

Management Team



David Sutherland
Chief Executive
Officer



Arlene De Leon
Chief Administrative
Officer



Michael Coman
Chief Strategy
Officer



Melinda Kelly
Chief Health
Officer



Jesulito Cornejo
Chief Capacity
Officer



Alija Tejada
Chief Human
Resources Officer



David Jones
Chief Development
Officer



Shelley Trebesch
Chief of Staff



Daniel Mayhugh
Chief Operations
Officer



Winnie Chau
Director of
Donor Services



Charles Cheng
Director of
Finances



Louise Joachimowski
Director of Marketing
& Communications



Joy Kimmel
Director of
Information Technology



Lincoln Lau
Director of
Research



Charis Raya
Director of Strategic
Partnerships



Herman Moldez
Board Chair,
Manila



Deanna Sutherland
Executive Director



Dale Sutherland
ICM President, USA

ORGANIZATIONAL PROFILE

Board of Directors



David Sutherland
ICM Board Chair, Former CFO,
Morgan Stanley Asia Pacific



Andrew Ostrognai
ICM Board Vice Chair, Of
Counsel, Debevoise & Plimpton
LLP



Kenneth Albolote
Co-Founder, Archangel Impact
Capital, Former Partner,
Baring Private Equity Asia



Charles Caldwell
Director, Human Resources,
English Schools Foundation



Guangjie Hopton
Consultant, Alibaba Group



Dennis Montecillo
Former EVP and Head of
Corporate Clients, BPI



Pamela Hsu Phua
Chief Executive Officer Asia,
VP Bank AG



Dave Shull, President
Workforce Solutions and
Services, Hewlett-Packard



David Simms
Managing Partner and Founder,
Talanton



Randy Wilcox
Former President of the
Americas, Otis Elevator
Company



Malcolm Wood
Head of Institutional Research
and Asset Allocation,
Ord Minnett

Regional Directors



Samuel Templado



Minierva Lahaylahay



Danilo Mijares

ORGANIZATIONAL PROFILE

Philippine Field Staff

Visayas

Bacolod

Branch 1
Branch 2
Branch 3

Rochelle Templado

Dexter Canoy
Hernan Araguas
Enle Villasis

Iloilo

Branch 1
Branch 2
Branch 3

Stefany Lee

Rhea Hechanova
Joephet Davila
Eric Serviano

Bohol

Branch 1
Branch 2
Branch 3

Alexander Sacay

Venice Barrete
Noel Bernales
Michael John Sisican

Kalibo

Branch 1
Branch 2
Branch 3

Lilian Bardinias

Josue Casabuena
Elmo Casiple
Nathan Dalisay

Cebu

Branch 1
Branch 2
Branch 3

Primo Sistual

Febe Sistual
Elias Dalumpines
Dindo Banog-banog

Palawan

Branch 1
Branch 2
Branch 3

Dennis Delos Reyes

Chenife Jacobo
Marilyn Barrios
Rodelo Padul

Dumaguete

Branch 1
Branch 2
Branch 3

Precylynn Castro

Larry Amoroso
Maricor Giganto
Soledad Virgo

Tacloban

Branch 1
Branch 2

Edwin Booc

Dominador Landa
Artemio Suralta

Mindanao

Butuan

Davao
Branch 1
Branch 2

Marites Petallar

Rocel Alonzo
Joerex Respecia
Joas Revilleza

General Santos

Branch 1
Branch 2
Branch 3

Mary Grace Haway

Julito Paclawon
Mae Ar Yting
Arnel Denaga

Dipolog

Branch 1
Branch 2
Branch 3

Faiola Besaña

Marnie Batoy
Andy Punggan
Herlyn Amayak

Koronadal

Branch 1
Branch 2
Branch 3

Jasher Gasataya

David Rabulan
Leonilo Tagamolila
Fe Gaspar

International Area Heads



Omar Marroquin
Guatemala



Jonah Mugabi
Uganda

ORGANIZATIONAL PROFILE

Board of Advisors

ICM benefits from the generous counsel of a wide range of professionals around the world.

Hong Kong

Nick & Terri Appel
Michael & Entela Benz
Stephen & Pam Birkett
Michael & Anne Sawyer Birley
Tim & Carrie Chen
Debbie Chin
Teresa Fox
Dennis Hopton
John Hsu (Singapore)
Brad Landes
Hubie Lem
Tess Lyons
Ramon & Vicki Maronilla
Nicholas Norris
Michael & Patricia Openshaw
Henry & Kathy Shih
Mike & Ting Small

Australia

Jim & Shasha Becker
Keith & Coralie Crews
Rae Doak
Russell & LiLi Fisher
Nick Foord
Marc & Nadia Geary
Don & Louise Hayman
Andrew & Nicole McPherson
Daniel & Ruth Spiritosanto
Verity Thomson
Harry & Julie Turner
Kara Wood

Philippines

Daphne Ceniza Kuok
Addie Cukingnan
Diwa Guinigundo

Emmanuel Minaña
Aissa Montecillo
John Nicholls
Manuel & Maricris San Diego
Joel & Stella Schapero
Marilyn Tan
Susanne Tiausaus
Jo Uygongco
Allan & Shirley Ybañez

United States of America

Melizza Albolote
Mario & Christine Damo
Jose & Dinah Diao
Jamie & Kristine Duininck
Bill Hall
Jaclyn Jhin

Michele & Brad Rector
Carmen Schiffmann
Jim & Dede Schumachers
Agnes Shull
Wendy Smith
Crystal Stull

United Kingdom

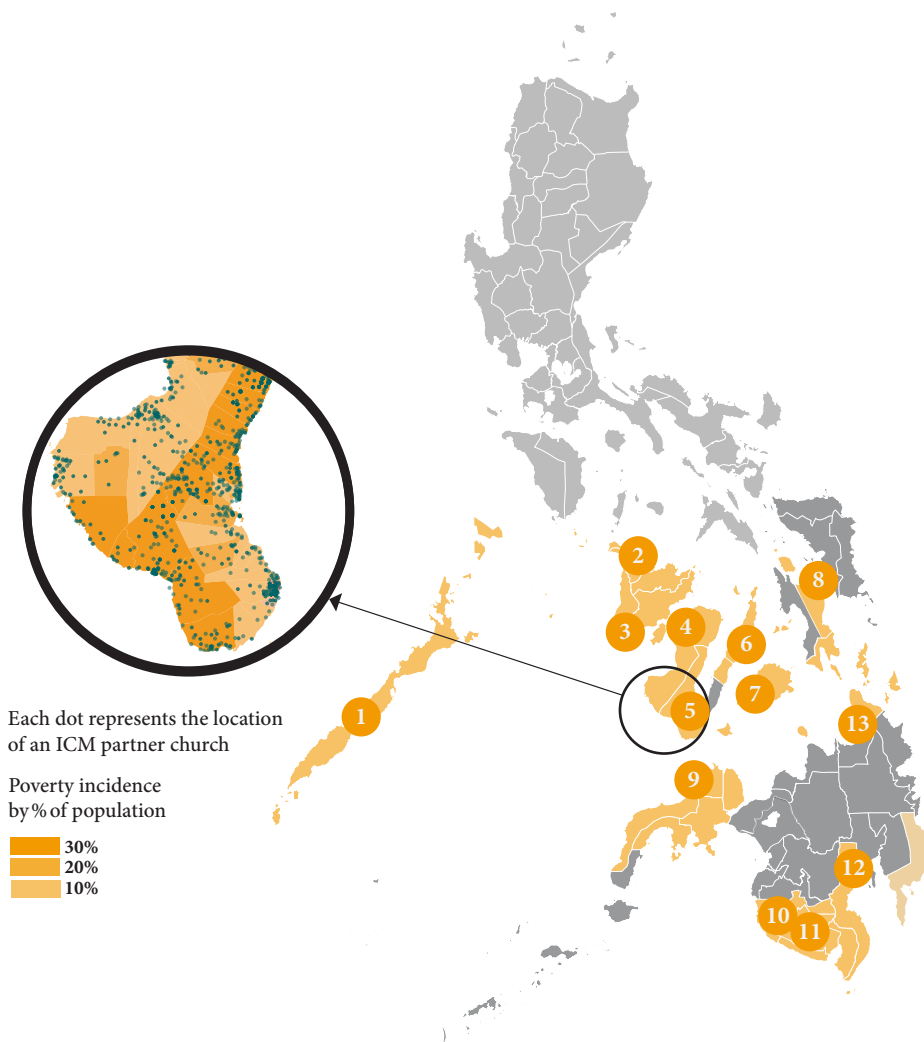
Charles Mathias
Grayden Reece-Smith
Bridget Salmon

Each of the current ten (10) bases has staff to manage program operations, administration, and finance. A national office in Manila provides oversight to the bases through units that provide technical support, human resources functions, and financial supervision. A logistics and procurement team (LPT) within the Administration unit is responsible for managing food shipments.

GEOGRAPHICAL REACH

In ICM's 30 years of excellence, the organization has grown, from one small outreach in a church in Bacolod to ten operational bases serving thousands of communities annually. This unmatched reach is made possible through partnerships with more than 16,000 local churches. ICM currently employs around 735 full-time Filipino staff, including those in Manila, where a team of technical and financial professionals provides supervision and support to frontline personnel.

ICM's extensive pastor network provides a uniquely scalable, cost-effective channel for poverty reduction. Across 13 bases, delivering real help, hope, and change. Through this network, almost 2 million people have experienced the positive impact of ICM's Transform program.



ICM's 13 Operational Bases

1 Palawan	5 Dumaguete	9 Dipolog
2 Kalibo	6 Cebu	10 Koronadal
3 Iloilo	7 Bohol	11 General Santos
4 Bacolod	8 Tacloban	12 Davao
		13 Butuan



Ethics, Approaches & Strategies

It all starts with hope. Progress out of poverty begins with the belief that a better future is possible. Transform, ICM's immersive learning program, ignites hope and propels change for those in ultra-poverty. Combining a heart of compassion with a business mindset, ICM's impact is focused, effective, efficient, and scalable.

ICM helps those who need it the most, invests in evidence-based strategies, achieves maximum impact at minimal cost, and replicates results at scale.

107% 36% 16%

increased income
among the ultra-poor

reduced illness

increased family
life satisfaction

Nearly one-quarter of the Philippines' 110 million people lives below the national poverty line. Far beneath that line, 7 million people live in ultra-poverty with incomes of less than \$0.50* a day. These people are ICM's focus.

From pre-participation surveys of candidate participants, ICM has documented that the extremely poor, apart from being cash-poor, are also food-poor, suffer from ill health, and struggle to meet even the most basic needs, and live in crowded, inadequate, unsafe homes, and lack access to clean water or proper sanitation.



79%

damp,
leaky homes



64%

overcrowded,
unsafe homes



43%

unclean water,
frequent illness



29%

no
electricity

Families in ultra-poverty face unimaginable challenges that make progress out of poverty feel impossible.

A typical ultra-poor family of six

\$ 2.88 average daily household income
- \$ 3.91 minimum daily expenses

(\$ 1.03) daily shortfall

ICM recognizes that the problems of ultra-poverty are multidimensional, so that addressing only one aspect of poverty is not as efficient or effective as a holistic approach. Participants from ultra-poor families must first build social capital, become healthier, and learn new skills to generate new income streams. ICM delivers training alongside local community leaders (pastors) who provide ongoing support even after the implementation period ends.

Transform is ICM’s tested strategy for change. The goal of Transform is to build hope by opening sustainable paths toward better futures for those living in ultra-poverty. For four months, local pastors host weekly, hands-on, ICM-led training sessions.

ICM’s Transform Program

Volunteer Partner Pastor

Hosts Transform meetings, teaches Values, and sustains impact.

ICM Livelihood Trainer + Volunteer Savings Leader

Livelihood Trainer teaches business and savings skills. Elected volunteer leads savings group formed during Transform.

ICM Health Trainer + Volunteer Health Champion

Health Trainer teaches life skills to the community and mentors elected Health Champion.

6 Volunteer Counselors + 30 Participants

Each Counselor mentors a small group of five participants.



HEART
OPPORTUNITY
PHYSICAL
EDUCATION

Curriculum

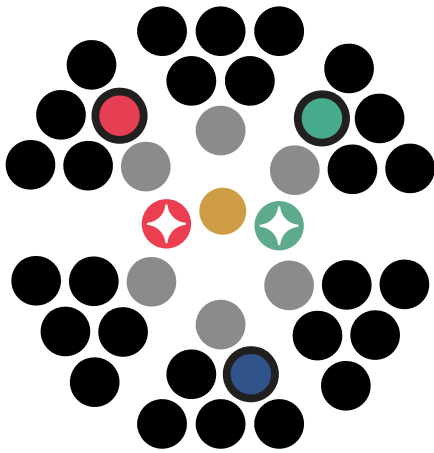
Building Hope
 Growing Sustainable Income
 Improving Family Health
 Launching School-Ready Learners

2021-22

1,148 Transform Communities
41,456 Households Enrolled
207,280 Family Members Empowered

Hope shines forward. ICM sustains progress out of poverty with the **monthly empowerment of community leaders.**

Sustainability Programs



- **HEART - Building Hope**
 ICM's **THRIVE** Network sustains hope through monthly meetings for our 16,000 active partner pastors.
- **OPPORTUNITY - Growing Sustainable Income**
 ICM sustains financial stability with monthly **PREVAIL** meetings that support a network of 2,773 savings group leaders.
- **PHYSICAL - Improving Family Health**
 Health progress is sustained through **FLOURISH**, ICM's network for 1,300 community health champions.
- **EDUCATION - Launching School-Ready Learners**
 Volunteer **FAMILY ACADEMY** coaches prepare young learners for school success.

Hope shines through. ICM's extensive research shows concrete evidence of improvements in many areas of participants' lives. Small changes add up to lasting change as participants realize their potential to reach better futures.

After four months of Transform

Heart		Opportunity		Physical		Education	
16%	25%	107%	87%	36%	19%	74%	81%
increase in family satisfaction	increase in social safety net	increase in income for ultra-poor	increase in financial savers	reduction in illness	increase in water purification	of children improve in math	of children improve in phonics



ICM Programs

Transform is ICM's core strategic program, designed to address the wide range of needs faced by families living in ultra-poverty. It is a four-month program delivered to a community of ultra-poor families that integrates livelihood and health training with values education.

Once a week, ICM Trainers show up to teach the multi-faceted Transform course, designed to address common problems faced by poor families.

As communities gather each week, new friendships are formed through sharing goals and cheering each one towards success. At the end of four months, the whole community enjoys deeper relationships, healthier families, greater productivity and hope for tomorrow.



TRANSFORM

Hope starts with the heart. Hope is a powerful motivating force, essential for well-being. ICM's Transform training builds that hope. Transform helps people to have the confidence to imagine a better future and sets them on a path to get there. New friendships become communities of hope, sustained through local church gatherings, ongoing savings group meetings, small group businesses, and visits from Community Health Champions.

89%

of Transform program participants are women

Empowered Women

ICM empowers vulnerable women for greater productivity. As a result, families and whole communities experience economic growth.

Women Experience

- + Safe support networks
- + Improved social standing
- + New leadership roles
- + Increased entrepreneurship
- + Focused attention on women's and children's health issues

Communities of Hope

A social safety net forms among group members. These new relationships influence self-identity, personal aspirations, decision-making, and positive behavior as together people make progress on their paths out of poverty.

“ I used to be a Transform participant myself. Now, I tell them that poverty is not a hindrance, unless you work hard you will never go



PREVAIL

Growing sustainable income. ICM’s Opportunity curriculum covers small business skills, savings group formation, and community-led enterprises. Families are equipped to meet today’s needs as well as tomorrow’s.

After Transform, progress is sustained through Prevail. This is a monthly network for savings group leaders to build deeper financial inclusion as groups mature.

EARN

Women acquire skills to run low-capital, low-risk, home businesses.

SAVE

A portion of earned income is saved in self-governed savings groups.

INVEST

New group businesses are launched as savings and trust develop.



“ The Transform lessons taught me how to save. I used to be careless with money and spent unnecessarily. But now I am more prudent,” Rosemarie

2021-22

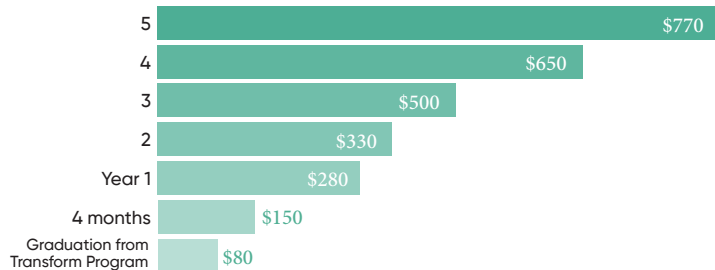
2,773

Active Savings Groups

\$5.5M

Cumulative Deposits

Average Cumulated Savings by Individual Savings Groups Over Time



FLOURISH

Improving family health. Poor health is both a consequence and a cause of poverty. To stop this cycle, ICM developed a four-pronged approach to improving family health, both during and after Transform. During Transform, ICM invites a volunteer to apprentice with the ICM Health Trainer to become a Community Health Champion who sustains positive health gains post-Transform.

1 Health Education
ICM empowers families to improve health practices, sanitation, nutrition, and to prevent illness.

3 Community Health Champions
Volunteer CHCs visit community members to encourage healthy behaviors and support medical care.

2 Medical Treatment
ICM screens for common, curable health issues, targeting malnutrition, pregnancy, parasites, and tuberculosis.

4 Medical Mercy
ICM facilitates surgeries and post-operative care for more serious medical issues.

2021-22

3,416 high-risk pregnancies	2,501 children cured of malnutrition	40,733 people treated for parasites
1,235 active health champions	115,158 clients monitored	826,935 screenings made
899 medical cases supported	81 surgeries performed	

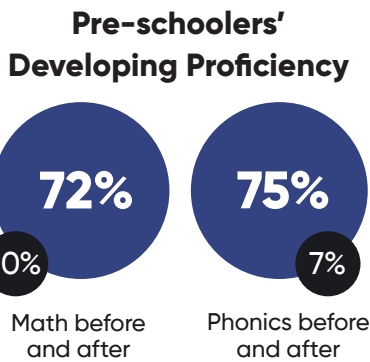
ICM's Health Partners



“A million thank yous! Without ICM, I would have never been able to afford Raven’s operation.”
Florida

FAMILY ACADEMY

Launching school-ready learners. ICM’s early childhood education program, Family Academy, helps parents make learning a part of everyday family life. Through educational games, children gain a love of learning and adults gain new parenting skills. In recent years, ever-changing realities of COVID-19 required ICM to innovate new education strategies. As a result, ICM developed multiple avenues to better empower parents to help their children be successful at school.



- 1 Traditional Family Academy**
Volunteer Family Academy coaches from Transform communities are trained to teach parents of preschoolers to be their children’s first teachers.
- 2 Alumni Family Academy**
Family Academy coaches from prior Transforms continue to support additional families with school-readiness training.
- 3 Department of Education Partnership**
Volunteer education advocates provide homework help in the community.

2021-22

438

Family Academy coaches

1,334

families supported

177

alumni coaches

689

families supported

181

volunteer education advocates

1,054

students coached

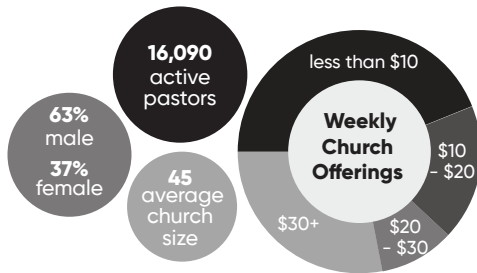
“ I treasure these moments where we learn new things together. We have never experienced this kind of closeness before”
Meline



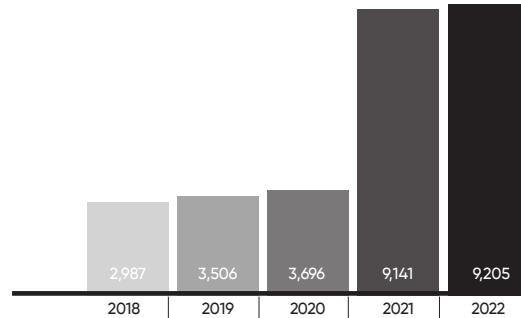
THRIVE

The local pastors who partner with ICM are the backbone of the ministry. They live among the ultra-poor in remote mountain villages, coastal fishing communities, and urban slums. They understand the hardships of poverty. ICM supports these pastors through the Thrive program with monthly meetings delivering ministry skills training, peer-to-peer mentoring, health support, community impact opportunities, and vision casting.

Who are our Partner Pastors?



Average Monthly Thrive Attendance



“ I attend Thrive meetings regularly. I keep the notes they give us and use it for my Sunday preaching. I learn so much in these sessions and meet other pastors like myself.”

Pastor Hilario



Program Impacts in Support of SDG Goals

ICM contributes toward the achievement of the United Nation’s Sustainable Development Goals. Over 1.2 million people have graduated from ICM’s Transform program since 2009. Ultra-poor participants experience:

107%
increase in
income

36%
reduction
in illness

25%
increase in
social safety net

1 NO POVERTY



Transform participants realize their own potential to reach a better future. Hope shines through in the families of once ultra-poor participants, evidenced by positive improvements in many areas of their lives. Through Transform, 1,189 communities and 33,571 households are reached.

107%
increase in
income

36%
increase in
illness

2,773
active Savings
Groups

\$5.5M
cumulative
deposits

\$770
average cumulative
individual savings

2 ZERO HUNGER



Impact of Food Relief and Development

ICM Delivered 4.4M Meals, helping 89k Families during typhoon Rai (locally Odette). Since the COVID-19 crisis was declared, We have made 15,846 deliveries to Pastors and LGU's. We have helped about 1,244,187 Families which is about 5,847,679 family members. We have given away 2,677,142 Nutripacks (375 grams), 246,940 Nutripacks (1kg), 79 Nutripacks (16.6kg.), which has served about 20,501,994 meals. Cured 1,709 moderately malnourished and 213 severely malnourished community members. Cured 11 moderately malnourished and 7 severely malnourished infants. Dewormed 16,419 adults and 13,692 children.

3 GOOD HEALTH AND WELL-BEING



Medical Mercy/Case Program

In 2021-22, ICM has referred 1,200 Pregnant women to the Rural Health Unit. Of the 1,147 total communities reached, 88% have met needs for Family Planning.

In partnership with the Philippine Businesses for Social Progress, ICM has performed 4,406 Chest X-Rays for Tuberculosis in more than 30 municipalities within a span of 2 weeks. 565 were presumptive of TB and have been referred to the proper health facilities.

ICM has also treated 288 community members over a host of special case ailments. The top 5 medical treatments were cleft repair, cataract surgery, excision of mass, hernia repair, and thyroidectomy, worth over US\$78k through the generous support of ICM's partners and donors.



4 QUALITY EDUCATION



1,334 families have been supported by 438 family academy coaches in 2021-22. Pre-schoolers' developing proficiency in math has increased to 72% from 10% and in phonics to 75% from 7%.

The Department of Education (DepEd) virtually signed a Memorandum of Agreement (MOA) with the International Care Ministries (ICM) last December 2021 to assist parents of learners, especially in Kindergarten, on a better understanding of the modules provided by their schools.

From 2020-2022, 439 active coaches engage in the program supported 2,493 families 547 schools & 37 division in 2021 and 34 in 2022. Our 439 FA Coaches supported over 2,493 families and learners and reach out to 547 schools.

5 GENDER EQUALITY



Empowering Woman

One of the best ways to foster economic growth among the poor is to empower underserved women for greater productivity. ICM's Transform program does this by:

- + Creating safe support networks for women
- + Inspiring entrepreneurialism among women
- + Improving the standing of women in their communities
- + Providing new leadership roles for women
- + Addressing women's and children's health issues

90%

Transform participants are women

1.2M

graduated from Transform program

17 PARTNERSHIPS FOR THE GOALS



International Care Ministries is a lead organization in various coalitions and alliances in support of SDGs and sustainable development. These are the Association of Foundations (AF), the Philippine Coalition of Advocates for Nutrition Security (PHILCAN), the National Nutrition Council, the Zero Extreme Poverty Philippines 2030 Movement as lead for the Health cluster, the Philippine Faith-Based Organizations Forum (Phil FBO), Philippine Coalition Against Tuberculosis (PHILCAT) and the UN Global Compact Network Philippines. In addition, ICM has won a grant from the Global Innovation Fund to pilot new and cost-effective ways to address issues faced by the ultra-poor.



Key Collaborations and Partnerships

ICM aims to leverage its size, scale and reach to positively impact the communities in which it serves and operates. To go beyond its own operations and vendors, ICM leverages strategic partnerships and collaborations to provide innovative solutions to the most pressing issues it faces today. ICM's partnerships act as platforms to share information, technical resources, training and financial support depending on the issues that need to be addressed. Joint activities revolve around advocacy, legislation and community mobilization.

ICM is a respected member or leader in networks that touch on health and development. ICM often chairs or hosts the meetings. Through formal and informal agreements, ICM forges partnerships with other health and development organizations to achieve common goals. Formal partnerships are governed through Memoranda of Agreement e.g., the Department of Health and the National Nutrition Council. Others include memberships in networks, such as the Zero Extreme Poverty Philippines 2030 (ZEP PH 2030), Philippine Coalition of Advocates for Nutrition Security (PHILCAN), Philippine Faith-Based Organizations Forum (Phil FBO), Philippine Coalition Against Tuberculosis (PHILCAT), Angat Buhay and the UN Global Compact Network Philippines. All of these networks aim to reduce poverty and are focused on the achievement of the Sustainable Development Goals by 2030.

ICM is a member of the following:



Association of Foundations
An association of NGOs associated with the private sector in the Philippines



PhilCAN (Philippine Coalition of Advocates for Nutrition Security)
A coalition of 13 NGOs with a special interest in nutrition promotion, policy and legislation.



Zero Extreme Poverty (ZEP) Movement
A coalition of NGOs supporting the Sustainable Development Goals. ICM is on the Steering Committee of the Health Cluster and co-lead for Puerto Princesa City.



Joint Learning Initiative (JLI)
An international collaboration on evidence for faith groups' role and contributions to local community health and wellbeing and ending poverty.



International Partnership of Religion and Sustainable Development (PaRD)
Brings together governmental and intergovernmental entities with civil society organisations to harness the positive impact of religion and values in sustainable development and humanitarian assistance.



Christian Connections for International Health
A US-based membership organization dedicated to the promotion of wholeness and healing from a Christian perspective



UN Global Compact Network
The UN GCNP is a coalition of businesses committed to uphold human rights, labor, the environment and transparency (anti-corruption).

Key Collaborations & Partnerships

ICM also partners with the following Philippine Departments at the national level:



ICM has partnership arrangements with Local Government Units (LGUs) at the provincial level in all of the provinces where it implements its Transform program. At the municipal and city LGU levels, ICM's partnerships are less formal but more interactive, including cross-referrals of patients and malnourished children.

An important aspect of ICM's work is its ability to provide people living in poverty with nutritional food and other essential resources. This is possible due to its partnership with other non-profit organizations who share the same values and vision. ICM is also grateful to its partners who provide medical and hygiene services to ICM participants.



Allen & Overy
 Archer-Daniels-Midland
 Ayala Foundation
 Bank of Commerce
 BPI Foundation
 Box of Hope
 Christ's Commission Fellowship
 CityLight Church
 Consuelo Zobel Alger Foundation
 Digital Edge
 Duinick Companies
 Fidelis Foundation
 Globe Telecom
 Greenhills Christian Fellowship
 Innovations for Gospel Impact

Island ECC
 Lancashire Foundation
 Little Sisters of Mary
 Maclellan Foundation
 Metrobank
 New Millenium Evangelical Church
 OneHope
 The P27 Trust
 PayPal
 Philippine Span Asia Carrier Corporation
 Ramon Aboitiz Foundation, Inc.
 Robinsons Land Foundation
 RUN Inc.
 San Miguel Foundation
 Security Bank Foundation

Sovereign Grace Church
 St. Andrew's Roseville
 Telstra Foundation
 Union Church Hong Kong
 Union Church Manila
 USAID
 VK Hsu & Sons Foundation
 Wipro Philippines

- American Bible Society** - Supported Trauma Healing initiative
- Dovetail Impact Foundation** - Supported launch of Community Health Champions initiative
- Feed My Starving Children** - Provided 60 Shipping containers of food—16.4 million meals
- Find Us Faithful Foundation** - Annual year-end matching funds
- HSBC** - Disaster relief, Prevail, savings group app development
- Kerry Group** - Launched new Butuan base
- Old Dart Foundation** - Community Health Champions, Transform alumni program
- Sacred Harvest Foundation** - Mindanao expansion of Thrive and Transform
- UBS Optimus Foundation** - Launched Community Health Champion initiative



Equal Opportunity Policy

ICM welcomes the participation of the ultra-poor based on need and does not consider ethnicity, religion, political affiliation, or sexual orientation as factors for eligibility in its programs. Partner pastors employ a strict non-discrimination policy to target those in greatest need without regard to whether they are church members or not. On the issue of gender, ICM's programs have been gender-transformative in that they tended to involve a lot more women than men, since women, especially those who head households, are more vulnerable to ultra-poverty and have more time to participate in Transform activities.

Monitoring, Evaluation & Research

ICM is committed to effectiveness by means of its dedication to data obtained through monitoring, evaluation and research. It has a robust internal research capability that captures baseline and end-of-project outcome indicators. Every ICM base has a Metrics Team collecting data on all program participants. The Operations Team also collects data on project performance quarterly and yearly.

Monitoring.

ICM tracks everything that happens on the ground.

- + Program implementation
- + Participant engagement
- + Resources distributed
- + Milestones achieved

Evaluation.

Impact is evaluated.

- + Regular pre- and post-program participant surveys of a representative sample of participants
- + Internal database integrates monitoring and evaluation data

Research.

ICM aims to do better tomorrow than it did yesterday.

- + Randomized controlled trials (gold standard in impact measurement)
- + New program pilots
- + Program tinkering and testing
- + Analytics and assessments

Monitoring, Evaluation & Research

ICM is honored to partner with the following outstanding academic institutions who are committed to excellence in research.



香港大學
THE UNIVERSITY OF HONG KONG



Northwestern
University



THE UNIVERSITY OF
SYDNEY



PRINCETON
UNIVERSITY



UNIVERSITY OF
WATERLOO



CIHR IRSC



Wheaton College
For Christ and His Kingdom



DE LA SALLE
MEDICAL AND HEALTH SCIENCES INSTITUTE
Partnering for Life

At ICM, we believe we can always do better tomorrow than we did yesterday. We track everything we do, integrating community demographics, monitoring statistics, and evaluation data into a DOMO dashboard that delivers near real-time operational visibility. Motivated by a commitment to data integrity, ICM employs well-established research methods with world-class development partners.

In collaboration with the Global Innovation Fund, ICM completed year two of a five-year Transform Innovations Lab to measure the long-lasting impact to the world's poorest people.



GLOBAL
INNOVATION
FUND

ICM's Research Measures

- + Effectiveness of small to large cash grants
- + Impact of documentary and soap opera style educational videos
- + Success of Family Academy education program
- + Effectiveness of Community Health Champions



Economic Performance

In 2021-22, ICM's budget was US\$17.9M and our actual expenses were US\$13.2M. This is primarily attributable to a reduction in food distribution due to less production and shipment capacity. The value of distributed food in 2021-22 was US\$4.7M. In 2021-22, ICM also provided US\$243k to the Philippines in Typhoon Odette disaster relief.

ACTUALS 2021-22

Year Ending May 31, 2022 (in '000s)

	PHP	HK\$	US\$	
Community Programs				
Transform VHL Training	187,185	28,753	3,710	28%
Feeding	138,513	21,277	2,745	21%
Education Family Academy	23,611	3,627	468	4%
Sustainability Programs				
THRIVE Network Pastor Training	109,647	16,843	2,173	16%
PREVAIL Savings Groups	27,105	4,164	537	4%
FLOURISH	45,915	7,053	910	7%
Other (Disaster Response, Health Services, etc.)	71,602	10,999	1,419	11%
International Expansion	26,131	4,014	518	4%
Program Support	36,052	5,538	715	5%
Total Actual Budget	665,761	102,268	13,195	100%

In 2022-23, ICM expects to reach 300,000 people, an increase of 600% compared to our reach in 2009-10. In 2022-23, our budgeted expenditure is US\$16.5M. We plan to distribute food valued at US\$6.3M in 2022-23. This 2022-23 budget assumes ICM will be able to deliver programs at pre-COVID-19 levels. If additional funding is available, ICM may open new branches in the Philippines and Uganda and the budget will adjust accordingly.

These pages consolidate the costs of ICM's poverty alleviation programs, the vast majority of which are situated in the Philippines. ICM's poverty alleviation efforts in Uganda and Guatemala are reflected as "International Expansion." These pages exclude other costs from Hong Kong and the USA as such costs are mostly supported by designated funding (including donations from the Board of Directors, grants from specific foundations, funds raised through auction sales, etc.) allowing other donations to go substantially towards poverty alleviation programs.

ICM’s financial statements in the Philippines are audited by SGV & Co., the largest accounting firm in the Philippines, an affiliate of Ernst & Young LLP. All of ICM’s audited financial statements from the Philippines, Hong Kong, and the USA are available on our website. ICM’s books are open to our donors. Any questions about our finances? **Just ask.**

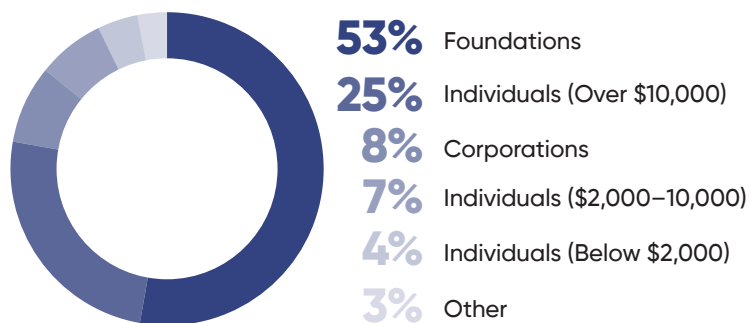
BUDGET 2022–23

Year Ending May 31, 2023 (in '000s)

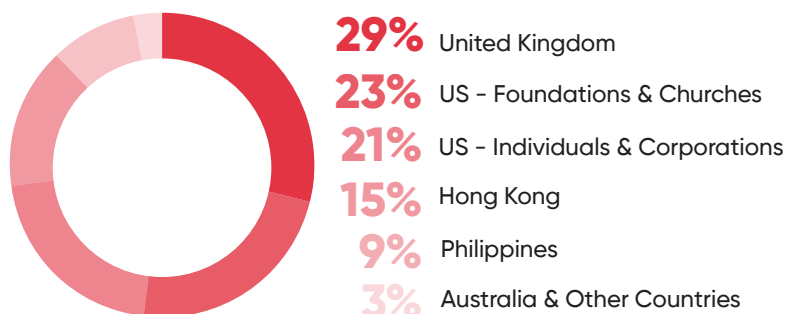
	PHP	HK\$	US\$	
	238,873	34,125	4,403	27%
	296,339	42,334	5,462	33%
	27,843	3,978	513	3%
	119,947	17,135	2,211	14%
	36,888	5,270	680	4%
	44,158	6,308	814	5%
	49,081	7,012	905	5%
	41,804	5,972	771	5%
	39,660	5,666	731	4%
	894,593	127,800	16,490	100%

We are deeply grateful for the honor to partner with a diversified collection of individuals, foundations, corporations and churches around the world to provide for the needs of ultra-poor communities. Thank you.

2021–22 Cash Donation by Source



2021–22 Cash Donation by Country





Privacy and Data Protection

The International Care Ministries (ICM) in its commitment to uphold, respect, and value data privacy rights, developed and adopted a Data Privacy Manual in compliance with the Data Privacy Act of 2012 (DPA) and its Implementing Rules and Regulations, and other relevant policies, including issuances of the National Privacy Commission (NPC). All personal data collected from all its officials, personnel, and clients, including all volunteer, project-based and contractual employees were processed in adherence to the general principles of transparency, legitimate purpose, and proportionality. It likewise covers software developers and electronic service providers of the organization.

Processing of personal data from collection, use, storage retention and destruction, access, disclosure and sharing were guided by specific policies and that all employees and personnel of the organization must maintain the confidentiality and secrecy of all personal data that come to their knowledge and possession, even after resignation, termination of contract, or other contractual relations. Personal data under the custody of the ICM shall be disclosed only pursuant to a lawful purpose, and to authorized recipients of such data. Organizational security measures and technical security measures were in place in the organizational structure with assigned Data Protection Officer (DPO) and Compliance Officer for Privacy (COP). There is also a Data Breach Response Team who is responsible for ensuring immediate action in the event of a security incident or personal data breach. It also executes measures to mitigate the adverse effects of the incident or breach. The ICMF sponsors a mandatory training on data privacy and security at least once a year.



Awards Received

The National Economic and Development Authority officially launched the Sustainable Development Goals Stakeholders' Chamber.

This is the platform of engagement for better resource management and coordination to achieve the SDG targets and goals here in the Philippines. ICM is one of the forty-two members chosen by NEDA selection panel due to our on-going sustainability efforts.

Dennis Montecillio, one of ICM's Board of Directors, has been elected as a Board of Trustees Member of the United Nations Global Compact Network Philippines. Global Compact Networks provide a platform for participating companies and non-business stakeholders to advance the U.N. Global Compact and its principles at the local level.

The ASEAN Rural Development and Poverty Eradication Leadership Awards is a regular biennial activity of the Senior Officials Meeting on Rural Development and Poverty Eradication (SOMRDPE). The ASEAN Member States awarded ICM with the leadership award recognizing our role, outstanding achievements, and contributions as a nongovernment organizations/ civil society organization (NGOs/CSOs) to the rural/community development, livelihood, and poverty reduction of local communities in the Philippines.

The United Nations Development Program - Philippines launched the #TawidCOVID Challenge in collaboration with Zero Extreme Poverty PH 2030. ICM was one of the four organizations awarded the challenge grant, which aims to find, improve, test, and scale novel solutions for socioeconomic recovery, especially for the poor and vulnerable. Charis Raya, Strategic Partnerships Director presented ICM's grassroot solutions in Social Accountability and Sustainable Livelihood during the COVID-19 pandemic.



GRI Content Index

This report has been prepared in accordance with the GRI Standards and Frameworks.

For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report.

GRI STANDARD	DISCLOSURES / INDICATORS	PAGE LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	4-10; 21-23
	2-2 Entities included in the organization's sustainability reporting	Not Applicable
	2-3 Reporting period, frequency and contact point	Monthly, Quarterly, Annual
	2-4 Restatements of information	Not Applicable
	2-5 External assurance	Not Applicable
	2-6 Activities, value chain and other business relationships	12-20
	2-7 Employees	26
	2-8 Workers who are not employees	14
	2-9 Governance structure and composition	7-10
	2-10 Nomination and selection of the highest governance body	In the articles of Incorporation and by Laws
	2-11 Chair of the highest governance body	7
	2-12 Role of the highest governance body in overseeing the management of impacts	7-10
	2-13 Delegation of responsibility for managing impacts	7-10
	2-14 Role of the highest governance body in sustainability reporting	7-10
	2-15 Conflicts of interest	In the Constitution and by Laws
	2-16 Communication of critical concerns	In the Constitution and by Laws
	2-17 Collective knowledge of the highest governance body	In the Constitution and by Laws
	2-18 Evaluation of the performance of the highest governance body	In the Constitution and by Laws
	2-19 Remuneration policies	In the Constitution and by Laws
	2-20 Process to determine remuneration	In the Constitution and by Laws

GRI STANDARD	DISCLOSURES / INDICATORS	PAGE LOCATION
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	In the Constitution and by Laws
	2-22 Statement on sustainable development strategy	14
	2-23 Policy commitments	31
	2-24 Embedding policy commitments	31
	2-25 Processes to remediate negative impacts	In the Constitution and by Laws
	2-26 Mechanisms for seeking advice and raising concerns	In the Constitution and by Laws
	2-27 Compliance with laws and regulations	In the Constitution and by Laws
	2-28 Membership associations	24, 31
	2-29 Approach to stakeholder engagement	13-14, 24, 31
	2-30 Collective bargaining agreements	Not Applicable
GRI 3: Material Topics 2021	3-1 Process to determine material topics	13
	3-2 List of material topics	13-23
	3-3 Management of material topics	In the Constitution and by Laws
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	17
	201-2 Financial implications and other risks and opportunities due to climate change	Not Applicable
	201-3 Defined benefit plan obligations and other retirement plans	Stipulated in HR Policies
	201-4 Financial assistance received from government	In the Audited Financial Statements
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Stipulated in HR Policies
	202-2 Proportion of senior management hired from the local community	7
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Not Applicable
	203-2 Significant indirect economic impacts	Not Applicable
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	In the Constitution and by Laws

GRI STANDARD	DISCLOSURES / INDICATORS	PAGE LOCATION
GRI 205: Anti-corruption 2016	<p>205-1 Operations assessed for risks related to corruption</p> <p>205-2 Communication and training about anti-corruption policies and procedures</p> <p>205-3 Confirmed incidents of corruption and actions taken</p>	<p>In the Constitution and by Laws</p> <p>In the Constitution and by Laws</p> <p>In the Constitution and by Laws</p>
GRI 206: Anti-competitive Behavior 2016	<p>206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices</p>	<p>In the Constitution and by Laws</p>
GRI 207: Tax 2019	<p>207-1 Approach to tax</p> <p>207-2 Tax governance, control, and risk management</p> <p>207-3 Stakeholder engagement and management of concerns related to tax</p> <p>207-4 Country-by-country reporting</p>	<p>In the Constitution and by Laws, In the Audited Financial Statements</p> <p>In the Constitution and by Laws, In the Audited Financial Statements</p> <p>In the Constitution and by Laws, In the Audited Financial Statements</p> <p>Monthly, Quarterly, Annual</p>
GRI 301: Materials 2016	<p>301-1 Materials used by weight or volume</p> <p>301-2 Recycled input materials used</p> <p>301-3 Reclaimed products and their packaging materials</p>	<p>In the Audited Financial Statements</p> <p>In the Audited Financial Statements</p> <p>In the Audited Financial Statements</p>
GRI 302: Energy 2016	<p>302-1 Energy consumption within the organization</p> <p>302-2 Energy consumption outside of the organization</p> <p>302-3 Energy intensity</p> <p>302-4 Reduction of energy consumption</p> <p>302-5 Reductions in energy requirements of products and services</p>	<p>In the Audited Financial Statements</p> <p>In the Audited Financial Statements</p> <p>In the Audited Financial Statements</p> <p>Not Applicable</p> <p>Not Applicable</p>
GRI 303: Water and Effluents 2018	<p>303-1 Interactions with water as a shared resource</p> <p>303-2 Management of water discharge-related impacts</p> <p>303-3 Water withdrawal</p>	<p>Not Applicable</p> <p>Not Applicable</p> <p>Not Applicable</p>

GRI STANDARD	DISCLOSURES / INDICATORS	PAGE LOCATION
GRI 303: Water and Effluents 2018	303-4 Water discharge 303-5 Water consumption	Not Applicable In the Audited Financial Statements
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas 304-2 Significant impacts of activities, products and services on biodiversity 304-3 Habitats protected or restored 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not Applicable Not Applicable Not Applicable Not ApplicableNot Applicable
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-3 Other indirect (Scope 3) GHG emissions 305-4 GHG emissions intensity 305-5 Reduction of GHG emissions 305-6 Emissions of ozone-depleting substances (ODS) 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	No Data No Data No Data No Data No Data No Data No Data
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts 306-2 Management of significant waste-related impacts 306-3 Waste generated 306-4 Waste diverted from disposal 306-5 Waste directed to disposal	No Data No Data No Data No Data No Data
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken	No Data No Data

GRI STANDARD	DISCLOSURES / INDICATORS	PAGE LOCATION
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Stipulated in HR Policies
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Stipulated in HR Policies
	401-3 Parental leave	Stipulated in HR Policies
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Stipulated in HR Policies
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Stipulated in HR Policies
	403-2 Hazard identification, risk assessment, and incident investigation	Stipulated in HR Policies
	403-3 Occupational health services	Stipulated in HR Policies
	403-4 Worker participation, consultation, and communication on occupational health and safety	Stipulated in HR Policies
	403-5 Worker training on occupational health and safety	Stipulated in HR Policies
	403-6 Promotion of worker health	Stipulated in HR Policies
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Stipulated in HR Policies
	403-8 Workers covered by an occupational health and safety management system	Stipulated in HR Policies
	403-9 Work-related injuries	Stipulated in HR Policies
	403-10 Work-related ill health	Stipulated in HR Policies
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Stipulated in HR Policies
	404-2 Programs for upgrading employee skills and transition assistance programs	Stipulated in HR Policies
	404-3 Percentage of employees receiving regular performance and career development reviews	In the Audited Financial Statements
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	7-10
	405-2 Ratio of basic salary and remuneration of women to men	In the Audited Financial Statements

GRI STANDARD	DISCLOSURES / INDICATORS	PAGE LOCATION
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Stipulated in HR Policies
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	No data
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	No Data
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	No data
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Stipulated in HR Policies
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	No data
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	No data
	413-2 Operations with significant actual and potential negative impacts on local communities	14
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	No Data
	414-2 Negative social impacts in the supply chain and actions taken	No Data
GRI 415: Public Policy 2016	415-1 Political contributions	No Data
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Not Applicable
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Stipulated in HR Policies
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Not Applicable

GRI STANDARD	DISCLOSURES / INDICATORS	PAGE LOCATION
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	Not Applicable
	417-3 Incidents of non-compliance concerning marketing communications	No data
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy, Sharing, and Processing Agreements and Policies