

Community Management Plan

July 2019

PHI: Integrated Natural Resources and Environmental Management Project

Tagpangi Higaonon Association, Inc.

Prepared by Higaonon community of Tagpangi, Cagayan de Oro City for the Department of Environment and Natural Resources and Asian Development Bank

Abbreviations

ADB	- Asian Development Bank
ADSDPP	- Ancestral Domain Sustainable Development and Protection Plan
CADT	- Certificate of Ancestral Domain Title
CENRO	- Community Environment and Natural Resources Office
CMP	- Community Management Plan
DA	- Department of Agriculture
DepEd	- Department of Education
DENR	- Department of Environment and Natural Resources
DOH	- Department of Health
DSWD	- Department of Social Welfare and Development
DTI	- Department of Trade and Industry
FPIC	- Free, Prior and Informed Consent
ICC	- Indigenous Cultural Community
IEC	- Information and Education Campaign
INREMP	- Integrated Natural Resources and Environmental Management Project
IPDF	- Indigenous People's Development Framework
IP	- Indigenous People's Organization
IPO	- Indigenous People
IPP	- Indigenous People's Plan
LGU	- Local Government Unit
masl	- Meters Above Sea Level
NAMRIA	- National Mapping and Resource Information Authority
NCIP	- National Commission on Indigenous People
NGA	- National Government Agency
NGO	- Non-Government Organization
NRM	- Natural Resources Management
RA	- Republic Act
SEC	- Securities and Exchange Commission
SPS	- Safeguard Policy Statement
TAHASS	- Tagpangi Higaonon Association
UNIHITRICO	- Unified Higaonon Tribal Council of Hinterlands of Cagayan de Oro City
WMPCO	- Watershed Management Project Coordination Office

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EXECUTIVE SUMMARY

The indigenous tribe of the Higaonon share a common root language, history and culture. They can be found in the northern and central regions of the island of Mindanao and are nomadic tribe, travelling from one mountain to another, looking for fertile soil for a fruitful and bountiful harvest. As they travel elsewhere for living they also marry Dumagats or other kind of tribes in Mindanao. Higaonons and Dumagats acquired areas for them to cultivate and for future generations. With this, a plan should be developed for the right implementations of such community aspirations.

Different leader in each clan of Barangay Tagpangi dreams to uphold the sustainability of the community, hence one of the great elders of the Higaonon Tribe of the barangay organized a council organization within the ancestral domain.

This plan also recommends the training and capacity building needed by the organization especially for Indigenous people and women whose role is to continuously maintain the organization harmonious operations. This document described the various cultural practices and governance mechanism that are still being used and are being followed by every member of the organization that shows how effective their traditions and practices are in managing their management area including the natural resources found therein.

The Council of Elders including sectoral leaders and organizational officers are in charge of the overall governance mechanism to ensure all laws and policies are properly implemented, followed and respected. Traditional conflict resolutions or grievance redress mechanisms are also properly observed to be able to settle issues immediately and not to become uncontrollable.

This plan also shows various programs and projects that intend to provide benefits for all members particularly in terms of economic, social, cultural and environmental aspects. The plans and programs were identified thru series of consultations to determine its applicability, acceptability and effectiveness in addressing specific concerns, which do not and will not create adverse or negative impact to any members and especially to the entire area of management.

The community of TAHASS also intends to circulate the management plan to other donor or funding agencies that in any way will be interested in supporting and recognizing their culture and practices in terms of natural resources management, thereby providing technical and financial assistance to sustain and perpetuate the culture and traditions and environmental protection initiatives.

I. INTRODUCTION

1. This community management plan is a roadmap for implementing the envisioned development of the community. It describes what our community wants to accomplish, what activities are required during the specified timeframe, and what resources (money, people and materials) are needed to succeed. This Community Management Plan will become a framework for implementing various livelihood programs, conservation farming, and protection of the forest land activities that are decided by the community itself. It is important to emphasize that the community members are the main actors/authors in the preparation of this plan.

2. We believed that through this document, we were able to convey the dreams and aspirations of the people living in the community of Barangay and the Higaonon. This document covers and states our goals of collecting, documenting and describing our indigenous knowledge systems and traditional resource management practices, which will guide us in the implementation of our sustainable development plans. The indigenous knowledge systems consists of our traditional and communal view of our resources, the protection and conservation of the environment, as well as the conservation and management of our biodiversity. We hope that with this plan, we can make an effort to address environmental problems in our own little way. We hope to live in peace with each other and religiously implement all the projects that will be entrusted to us by the funding institution whether it be national, local or non-government organizations.

3. This document serves as the basis of the development that we seek for our people in the community. This shall be our guide in forging alliances with like-minded individuals or sectors including our fellow Indigenous Peoples (IPs) who have also worked for a sustainable development and protection of our own community. It is hoped that through the alliances with all other stakeholders, we will be able to draw inspiration and strength to fulfill our dreams and aspirations in the future.

4. This community management plan is formulated through the efforts of the officers and members of the People's Organization in supplying essential information through a focus group discussion. A workshop was conducted to the PO in order for them to catch thoroughly the importance or the objectives of the management plan to be applied on their own area of operations, and will also serves as guidelines for management. The officers also had a thorough consultations with the members of the community including the elders and had a consideration on the different customs and traditions of the Higanon tribe. The indigenous knowledge includes their traditional and communal view of conservation of the resources, protection and sustainable practices on the environment as well as in conservation and management of our biodiversity.

II. LEGAL AND INSTITUTIONAL FRAMEWORK

A. Indigenous Peoples Rights Act of 1997 (RA 8371)

5. The Indigenous Peoples (IP) in the Philippines remain as the most marginalized sector of society. This status continues despite the tremendous progress made by communities, partners, and advocates over years of struggle. As a result of the

vigilance and sustained advocacy of the IP sector and its partners, the Indigenous Peoples' Rights Act was enacted in 1997. This provided venues and legal backbone for recognizing the traditional rights of communities over their ancestral domain.

6. The IPRA provides for the recognition of the traditional rights of Indigenous Peoples over their ancestral domains through the issuance of Certificates of Ancestral Domain Titles (CADT). It recognizes the rights of ICC's to define their development priorities through their own Ancestral Domain Sustainable Development and Protection Plan (ADSDPP) and exercise management and utilize the natural resources within their traditional territories.

B. NCIP Administrative Order No. 3, Series of 2012

7. The NCIP AO 3 underlines the state's policy that no concession, license, permit or lease or undertaking affecting ancestral domains shall be granted or renewed without going through the free, prior and informed consent (FPIC) process required by the National Commission on Indigenous People (NCIP) to issue a Certification Precondition.

C. DENR-NCIP Memorandum of Agreement and Implementing Guidelines

8. The DENR and NCIP have entered into a Memorandum of Agreement (MOA) for the implementation of INREMP to ensure that provisions of the NCIP Administrative Order No. 3, Series of 2012 or the Revised Guidelines on Free and Prior Informed Consent and Related Processes of 2012, are fully considered and complied with.

9. Meanwhile, the Implementing Guidelines on the Memorandum of Agreement between DENR and NCIP for the Implementation of the INREMP in Municipalities with Indigenous People's Communities was promulgated with the following objectives:

- a. Establish a common understanding and framework for the operationalization of the Memorandum of Agreement between DENR and NCIP for the implementation of the INREMP in areas with indigenous people's communities;
- b. Set the requirements and procedures in ensuring compliance to NCIP Administrative Order No. 3, Series of 2012 or the Revised Guidelines on Free and Prior Informed Consent and Related Processes of 2012;
- c. Provide and ensure compliance with the procedure and the standards in the conduct of the required validation process; and
- d. Protect the rights of the ICCs/ IPs in the introduction and implementation of plans, programs, projects, activities and other undertakings that will affect them and their ancestral domains to ensure their economic, social and cultural well-being.

D. Basic Principles of ADB Safeguard Policy, 2009

10. ADB Policy on Safeguards requirement for Indigenous peoples recognizes the right of Indigenous People to direct the course of their own development. Different countries with different cultures define the term "Indigenous People" in various ways. For operational purpose, the term Indigenous people is used to refer to a distinct, vulnerable, social and cultural group with following characteristics:

1. Self-identification as members of a distinct indigenous cultural group and recognition of this community by others;
2. Collective attachment to geographically distinct habitats or ancestral territories in the project area and to the natural resources in the habitats;

3. Customary, cultural, economic, social or political institutions that are separate from those of dominant society and culture; and
 4. A distinct language, often different from the official language of the country or region.
11. According to ADB policy Indigenous people's safeguards are triggered if a project directly or indirectly affects the dignity, human rights, livelihood systems or culture of Indigenous people or affects the territories, natural or cultural resources that Indigenous people own, use, occupy or claim as their ancestral property.
12. The SPS sets out the following principles for IP safeguards in all projects in which ADB is involved:
- a. Screen early on to determine (i) whether Indigenous Peoples are present in, or have collective attachment to, the project area; and (ii) whether project impacts on Indigenous Peoples are likely.
 - b. Undertake a culturally appropriate and gender-sensitive social impact assessment or use similar methods to assess potential project impacts, both positive and adverse, on Indigenous Peoples. Give full consideration to options the affected Indigenous Peoples prefer in relation to the provision of project benefits and the design of mitigation measures. Identify social and economic benefits for affected Indigenous Peoples that are culturally appropriate and gender and inter-generationally inclusive and develop measures to avoid, minimize, and/or mitigate adverse impacts on Indigenous Peoples.
 - c. Undertake meaningful consultations with affected Indigenous Peoples communities and concerned Indigenous Peoples organizations to solicit their participation (i) in designing, implementing, and monitoring measures to avoid adverse impacts or, when avoidance is not possible, to minimize, mitigate, or compensate for such effects; and (ii) in tailoring project benefits for affected Indigenous Peoples communities in a culturally appropriate manner. To enhance Indigenous Peoples' active participation, projects affecting them will provide for culturally appropriate and gender inclusive capacity development. Establish a culturally appropriate and gender inclusive grievance mechanism to receive and facilitate resolution of the Indigenous Peoples' concerns.
 - d. Ascertain the consent of affected Indigenous Peoples communities to the following project activities: (i) commercial development of the cultural resources and knowledge of Indigenous Peoples; (ii) physical displacement from traditional or customary lands; and (iii) commercial development of natural resources within customary lands under use that would impact the livelihoods or the cultural, ceremonial, or spiritual uses that define the identity and community of Indigenous Peoples. For the purposes of policy application, the consent of affected Indigenous Peoples communities refers to a collective expression by the affected Indigenous Peoples communities, through individuals and/or their recognized representatives, of broad community support for such project activities. Broad community support may exist even if some individuals or groups object to the project activities.
 - e. Avoid, to the maximum extent possible, any restricted access to and physical displacement from protected areas and natural resources. Where avoidance is not possible, ensure that the affected Indigenous Peoples communities participate in the design, implementation, and monitoring and evaluation of management arrangements for such areas and natural resources and that their benefits are equitably shared.
 - f. Prepare an Indigenous Peoples plan (IPP) that is based on the social impact assessment with the assistance of qualified and experienced experts and that draw on indigenous knowledge and participation by the affected Indigenous Peoples communities. The IPP includes a framework for continued consultation with the affected Indigenous Peoples communities during project

implementation; specifies measures to ensure that Indigenous Peoples receive culturally appropriate benefits; identifies measures to avoid, minimize, mitigate, or compensate for any adverse project impacts; and includes culturally appropriate grievance procedures, monitoring and evaluation arrangements, and a budget and time-bound actions for implementing the planned measures.

- g. Disclose a draft IPP, including documentation of the consultation process and the results of the social impact assessment in a timely manner, before project appraisal, in an accessible place and in a form and language(s) understandable to affected Indigenous Peoples communities and other stakeholders. The final IPP and its updates will also be disclosed to the affected Indigenous Peoples communities and other stakeholders.
- h. Prepare an action plan for legal recognition of customary rights to lands and territories or ancestral domains when the project involves (i) activities that are contingent on establishing legally recognized rights to lands and territories that Indigenous People have traditionally owned or customarily used or occupied, or (ii) involuntary acquisition of such lands.
- i. Monitor implementation of the IPP using qualified and experienced experts; adopt a participatory monitoring approach, wherever possible; and assess whether the IPP's objective and desired outcome have been achieved, taking into account the baseline conditions and the results of IPP monitoring. Disclose monitoring reports.

13. Specific to INREM, the Indigenous People's Development Framework (IPDF) "ensures that INREMP subprojects are designed and implemented in a way that fosters full respect for IP identity, dignity, human rights, livelihood systems and cultural uniqueness as defined by the IPs themselves to enable them to (i) receive culturally appropriate social and economic benefits, (ii) do not suffer adverse impacts as a result of the project, and (iii) can participate actively in the project. For this purpose, an IP Plan (IPP) will be prepared in participating areas and an Ancestral Domain Sustainable Development and Protection Plan (ADSDPP) will be enhanced or formulated in areas covered by ancestral domain claims."

III. DESCRIPTION OF THE PROJECT AREA/COMMUNITY AND ANCESTRAL DOMAIN

1. Physical-environmental status of the area

a. Location and Coverage

14. The claimed area of Tagpangi Higaonon Association (TAHASS) is part of the ancestral domain claim and applied for Certificate of Ancestral Domain Title (CADT) of Unified Higaonon Tribal Council of Hinterlands of Cagayan de Oro City (UNIHITRICO). The claim of UNIHITRICO covers the nine (9) barangays of Cagayan de Oro City, namely: Tumpagon, Dansolihon, Lumbia, Pagalungan, Tignapolan, Tuburan, Taglimao, Pigsag-an, and Tagpangi where TAHASS is situated.

15. The management area of TAHASS consists of 243 hectares that covers Sitios Butay, Masoboso, Guilang-guilang, and Batinay. It is a marginal forest community and geographically located 8°31'20.58" between 7°56'10.55" north-latitude and 124°30'28.08" and 124°51'11.12". It is bounded in the south of Sitio Batinay, east boundary of Sitio Butay and Mosoboso, and west boundary of Sitio Guilang-Guilang with natural and artificial landmark found during community mapping. The CMP site has two known categorized creeks namely; Anlawanan creek and Monique creek that drains down to Cagayan de Oro River.

b. Accessibility

16. The management area is approximately 23 kilometers away from the City proper. Jeepneys going to and from the barangay regularly transports and has a terminal at Barangay Cogon, Cagayan de Oro City. Tagpangi is an interior community which is travelled and could be reached along the intersection of junction point of Barangay Lumbia. The barangay road of Tagpangi was under the rehabilitation project of the Local Government Unit (LGU) of Cagayan de Oro City, and around 1 km is not yet totally concreted, resulting to muddy road during rainy season.

17. While the farm sites could be reached thru a single motorcycle called “*habal-habal*” by passing the gravel pilot road in Sitio Guling, which is 4 km away from Barangay Tagpangi proper.

c. Topography and Elevation

18. The management area lies at the highest elevation at 6000 meters above sea level (masl). Majority of the area or around 129.01 hectares lie at 200 meters – 300 masl. While its slope ranges from 8% to 30% and above where 118.27 hectares fall at 8% - 18% slope.

d. Land Classification and Tenure

19. A scheduled dialogue with the elders and council created the Tagpangi Higaonon Association or TAHASS, and representatives to take corresponding positions of the organization was also selected. To strengthen the organization, days after its creation the organization was registered on the Securities and Exchange Commission (SEC).

e. Landmark and areas with cultural significance

20. Confined within the ancestral domain are resources such as falls, creeks, burial grounds, and sacred grounds. These areas are considered significant to the community because it represents their culture and tradition that are long-time practiced.

f. Environmental Status of the Ancestral Domain

Land Cover Type	Area (has)
Annual and Perennial Crop	5.04
Shrubs	127.67
Wooded Grassland	45.29
Grassland	17.45
Inland Water	0.59
Open Forest	28.67
TOTAL	224.71

21. Using National Mapping and Resource Information Authority (NAMRIA) 2010 Map, the above table shows the various land cover types existing in the management

area. As reflected, the management area is majority covered with shrubland areas with 57% coverage.

g. Identification of Land Use and Zoning Determination

22. Members of TAHASS represented by Sitios Butay, Masoboso, Guikang-guilang and Batinay participated a workshop conducted by the Watershed Management Project Coordination Office (WMPCO) – CENRO Initao in community mapping the management area. The objective of the activity is to delineate the land cover, land use, drainage, and potential area for the project intervention. Other information based on the community mapping as follows:

- i. Grassland areas greater than 50% slope
- ii. Inland water
- iii. Shrubs
- iv. Open and Closed Forest
- v. Wooded Grassland
- vi. Built-up Area
- vii. Sacred and Burial Grounds
- viii. Forest Reserve
- ix. Natural Boundaries
- x. Infrastructures

23. The community map serves as the baseline data for the future NRM and other project can be implemented to the CMP area. This map can be used as a basis on suitable project interventions as per identified in the protection and production area, which may contribute to increase of socio-economic benefits and environmental sustainability.



Community Map of TAHASS.

h. Policy on resource management and land use, sacred area, forest protection, resource use and harvesting

(i) General Governing Policy/Rituals

24. Traditionally, a designated *Baylan* or naïve priest is the only person authorized to conduct *Salilaya* or rituals such as *Lagti*, *Panahod*, *Pamahandi*, *Pamulakaw*, *Ibabasok*, *Layag*, *Pangaso* and other related rituals in accordance to the protocol requested by authorities. Tribal governance and execution of customary laws are led by the Tribal Chieftain (Datu) and the “*Inay Inamay*” (Tribal Elders).

(ii) Policy on Sacred Areas

25. The tribal council in Barangay Dansolihon, or Clans Datu Makilala, settled in the sacred area should construct a “*Tulugan*” (Priest House) and “*Kumba*” (Altar) for the *Baylan* for resettlement and shelter. If someone wants to enter the altar, he/she must offer any kind of monetary consideration for the sake of maintenance and other operating expenses in the area.

(iii) Policy on Forest Protection and Rehabilitation

26. Steep slopes and riparian areas, and sources of potable drinking water, irrigation canal and drainage system are areas where cutting is prohibited because they are subject to rehabilitation. The plantation is filled with a mixture of trees, indigenous and endemic trees that are also suitable for water conservation and protection purposes to serve as pioneering species prior to the emergence of indigenous forest trees.

(iv) Policy on settlement areas

27. With full authority, from the ancestors down to the offsprings, verbal or unwritten agreement on extrajudicial partition for each clan is seems to be final to their culture. However, the existing written references in IPRA Law RA 8371 and the government agencies assigned will guide the IPO to have interpreted written documents for consumption.

(v) Policy on resource use, harvesting and hunting

28. All activities start with rituals, either butchering chickens or slaughtering pigs, depending on the coverage of the activities and the participants. Before harvesting, a “*Pangaso*” ritual for thanksgiving will be conducted to feed the attendee, especially the Datu. At this time, a hunter catches a wild pig or deer and shares part of his hunt to the Datu or a member of a clan as part of the tradition.

(vi) Policy on agricultural and agroforestry activities

29. Traditional first cropping season will start on the onset of the rainy season, from the month of May to August, second cropping is from September to December, and

third cropping, which is optional is from January to April. A ritual is a very basic activity and is always done before any activities, including harvesting, and is led by the *Baylan*.

2. Baseline Information on Indigenous People

a. Age and Gender Distribution

30. Per record, minority of the members are female which constitutes to only 18% or 15 members out of the organization populace of 83. However, women still partakes big role in the operation of organization.

b. Livelihood

31. Farming is the major source of income of the community while most of the residents deal with agricultural production. There are also members working into mining and constructions to acquire income.

c. Characteristics, History and Culture of the IP group

32. The original ethnic group in the management area and even until at present is Higanon Tribe which constitutes to 78% of the total members of TAHASS. However, the entry of Dumagat mostly from Viisayas had strated through the “*Barter*” or exchange system in acquiring lands and position. There are resemblance between the migrant settlers and the local tribe with respect to taboos and rituals and even slightly in customs and traditions that happened through mutual intermarriage.

3. Situational analysis

33. As far as the natural resources is concern, other members of the community practices before to use the tree crops fuel wood as the main source of their livelihood. But as time that environmental laws were introduced and executed, an Information Education Campaign (IEC) was addressed to the community, hence the environmental practices begun to change to a more sustainable way.

4. Issues, problems and opportunities

34. The condition of the community is very low for a long time and children were not even sent to school, while parents’ do daily hardwork engaging on faming and ground hunting on wildlife forest zone, rivers and streams just to gather food for subsistence. This issue has been existent for a long time so with the assurance of land tenure due to the entry of non-native settlers who claimed large portions of land within the ancestral domain.

35. This is the very reason on why the Higaonon Tribe take some actions in gathering the elder clans and the whole council, where a dialogue was scheduled discussing on land claims. The dialogue ended on an agreement that the tribe must be holding their land and will be inherited by the future generations.

36. Cogon grass is dominating in areas with open grasslands and steep slopes resulting in denudation. Land cover in the area is also changing since some portions are being cultivated for agricultural production. Aside from this, the abandonment and using of lands for animal pasture, following for future agricultural expansion and frequent occurrence of grassfire further contributes to land conversion.

IV. ANCESTRAL DOMAIN GOVERNANCE

A. Vision

37. "A TAHASS bestowed with a unique natural resources that promotes the well-being of its members through sustainable environment protection and management."

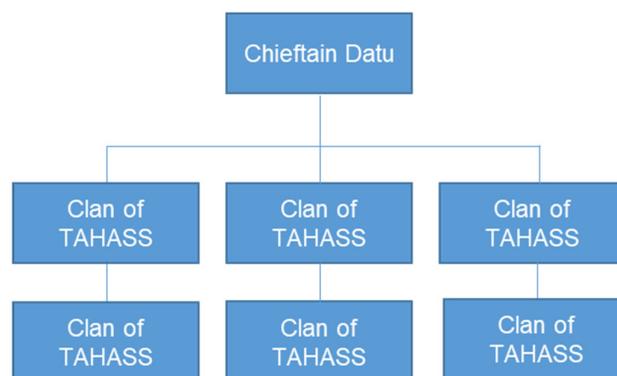
B. Goals and Objectives of Traditional Governance and Customary Laws

38. The PO initiative, together with the assistance of DENR, NGOs, LGUs and other government agencies, will be programming a series of training intended for technical trainer's training, organizational management and development, linkages and marketing.

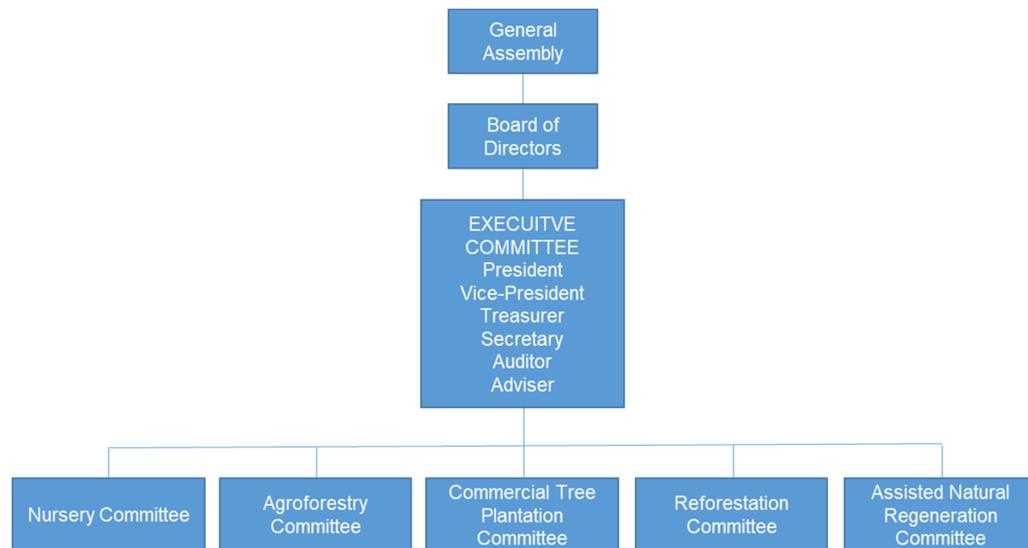
- To establish regular reforestation projects;
- To manage, protect, rehabilitate and maintain watershed areas, which are source of water supply; and
- To enforce community-based forest areas, watershed, and communal forest area.

C. Political Structure: Leadership and Governance

a. IPO Political Structure



b. Alternative IP Political Structure



D. Management policies for various zones and land uses

a. Protection Forest

39. Seeds used for production are acquired from protection forest and other identified forest areas. This is to secure indigenous and endemic species for planting. However, harvesting of major forest products especially indigenous and endemic are strictly prohibited.

b. Production Forest

40. Collection and gathering of firewood and lumber are mainly from the plantation established by the community. Seeds for tree crops are also gathered here and only mature trees are allowed to be harvested.

E. Policy of Non-IP within the Management Area

41. For Non-IP members within the ancestral domain, particularly those who acquired an area of land from members of IP, they are obliged to properly coordinate with the tribal leader to present any documents/papers as a proof of acquiring a land. The tribal leader will pass a resolution to tribal chieftain to provide a certification of consideration to stay and that development of any project would not affect and not cause any destruction of the environment.

F. Policy and Restrictions on Development Projects

42. If any development programs and projects are implemented, there should be proper coordination and permission from the tribal leader as part of the regulation on

their customary law. A Free, Prior and Informed Consent (FPIC) should also be required.

G. Policy on involvement of IP members to Development Projects

43. All members of the IPs within the ancestral domain area should participate in the project as long as they have a potential area intended for development. All activities involving the implementation of the project must undergo rituals as part of the tradition of the IPs in conducting site preparation and also during the planting. It is important that every activity related to any development project is based on the customary law.

H. Gender and Development/ Role of Women

44. The women's participation in the management plan consists of being a decisive factor in implementing strategies such as nursery operation, where women are more hands-on on watering, bagging, collection of soil media and fertilizer application to seedlings. On plantation establishment, women at the community will be involved in out-planting, putting stakes, watering and fertilizer application. Women also actively participate on other activities especially on trainings and meetings based on the implementation schedules. Involvement of women will help in accomplishing different projects in the future. The youth will provide support services as the next generation to benefit from the management plan.

V. DEVELOPMENT PLANS AND PROGRAMS

45. The target activities of TAHASS will serve as guide on the association's future aspirations for every member's improvement.

a. For Development of the Ancestral Domain

Activity	Objectives	Location	Estimated Cost	Source of Funds	No. of Beneficiaries	Year
CADT Application	<ul style="list-style-type: none"> To establish tenurial instrument through CADT To have legal document declaring the area as ancestral domain of the community 	Barangay Tagpangi, Cagayan de Oro City	50,000.00	NGO, NCIP	500	2007-present
ADSDPP Formulation/ Updating	<ul style="list-style-type: none"> To formulate ADSDPP To indicate the customary law, tradition, history and proposed development plan in the domain 	Barangay Tagpangi, Cagayan de Oro City	50,000.00	NGO, NCIP	500	2025
Boundary delineation	<ul style="list-style-type: none"> To determine the actual area of ancestral domain To establish permanent boundary land marks of ancestral domain 	Barangay Tagpangi, Cagayan de Oro City	50,000.00	NGO, NCIP	35	2025

b. For Cultural Development

Activity	Objectives	Location	Estimated Cost	Source of Funds	No. of Beneficiaries	Year
Tribal Hall (Tulugan)	<ul style="list-style-type: none"> To have a meeting place to practice the culture and tradition IPs 	Barangay Tagpangi, Cagayan de Oro City	500,000.00	LGU, Tribal Council, NCIP	100	2025
Documentation of culture and tradition	<ul style="list-style-type: none"> To preserve the culture and tradition of IPs To sustain the culture and tradition of the community until the next generation 	Barangay Tagpangi, Cagayan de Oro City	50,000.00	LGU, Tribal Council, NCIP	100	2026
Integration into local curriculum	<ul style="list-style-type: none"> To integrate the culture and tradition of the community in the curriculum of elementary and secondary education 	Barangay Tagpangi, Cagayan de Oro City	100,000.00	DepEd, LGU, NCIP	50	2022

c. For Livelihood Development

Activity	Objectives	Location	Estimated Cost	Source of Funds	No. of Beneficiaries	Year
Agroforestry (41 hectares)	<ul style="list-style-type: none"> To improve socio-economic income To improve vegetative cover 	Sitio Guilang-	1,500,000.00	DENR, DA	30	2018-2020

		guilang and Batinay				
Commercial Tree Plantation (48 hectares)	<ul style="list-style-type: none"> To improve socio-economic income To improve vegetative cover 	Sitio Guilang-guilang and Batinay	1,800,000.00	DENR, DA	30	2018-2020
Livelihood Enhancement Support	<ul style="list-style-type: none"> To improve the socio economic income and livelihood of the community To enhance quality and production of existing agricultural product 	Sitio Guilang-guilang and Batinay	300,000.00	DTI, DENR, DA	50	2019

d. For Peace and Order Development

Activity	Objectives	Location	Estimated Cost	Source of Funds	No. of Beneficiaries	Year
Settlement of boundary conflict	<ul style="list-style-type: none"> To settle conflict and clarify each boundary claimed 	Barangay Tagpangi, Cagayan de Oro City	50,000.00	LGU, DENR, NCIP	100	2020

e. For Organizational Development

Activity	Objectives	Location	Estimated Cost	Source of Funds	No. of Beneficiaries	Year
Organizational Assessment/ Strengthening	<ul style="list-style-type: none"> To improve the organization and empower leadership To develop and harmonize management of the organization 	Barangay Tagpangi, Cagayan de Oro City	50,000.00	LGU, DENR, NGO	80	2020
Training and capacity building	<ul style="list-style-type: none"> To improve the learnings of POs in the operation of projects To enhance technology relating to project implementation 	Barangay Tagpangi, Cagayan de Oro City	100,000.00	LGU, DENR, NGO	50	2020
Gender Action Plan	<ul style="list-style-type: none"> To empower women and give them opportunity to be given with role in the community 	Barangay Tagpangi, Cagayan de Oro City	10,000.00	NGO	50	

f. For Infrastructure

Activity	Objectives	Location	Estimated Cost	Source of Funds	No. of Beneficiaries	Year
Farm to market road	<ul style="list-style-type: none"> To easily transport agricultural products 	Barangay Tagpangi, Cagayan de Oro City	10,000,000.00	LGU	100	2020
Trading Center	<ul style="list-style-type: none"> To easily transport agricultural products To lessen transportation cost of the products To increase income derived from agricultural products 	Barangay Tagpangi, Cagayan de Oro City	1,500,000.00	LGU, NGO, DA	80	2020
Potable water system	<ul style="list-style-type: none"> To have clean and safe drinking water To improve water quality 	Barangay Tagpangi, Cagayan de Oro City	500,000.00	LGU, NGO	80	2020
Road concreting	<ul style="list-style-type: none"> To provide access from the different investor To easily transport agricultural products 	Barangay, Tagpangi, Cagayan de Oro City	10,000,000.00	LGU	100	2026

g. For Environment

Activity	Objectives	Location	Estimated Cost	Source of Funds	No. of Beneficiaries	Year
Community Mapping and Land Use identification/ assessment	<ul style="list-style-type: none"> To delineate the future development of the area To identify a suitable area for the NRM intervention To identify the protection and production area 	Barangay Tagpangi, Cagayan de Oro City	20,000.00	LGU, DENR, NGO	85	2016
Reforestation and Assisted Natural Regeneration (124 hectares)	<ul style="list-style-type: none"> To establish and rehabilitate the denuded area for the protection and conservation area To balance the ecosystem and enhance maintenance and protection 	Barangay Tagpangi, Cagayan de Oro City	3,700,000.00	DENR	80	2017
Creation of Bantay Lasang	<ul style="list-style-type: none"> To establish monitoring team to guard the area against illegal activities within natural forest 	Barangay Tagpangi,	500,000.00	IPO, DENR, LGU	500	2019

		Cagayan de Oro City				
Deputation and logistics of Bantay Lasang	<ul style="list-style-type: none"> To improve monitoring system To empower the Bantay Lasang and authorize them for legal action 	Barangay Tagpangi, Cagayan de Oro City	100,000.00	IPO, DENR, LGU	500	2020

h. For Development of Youth and Women

Activity	Objectives	Location	Estimated Cost	Source of Funds	No. of Beneficiaries	Year
Creation of women's organization	<ul style="list-style-type: none"> To empower the capacity and ability of women within the society 	Barangay Tagpangi, Cagayan de Oro City	50,000.00	LGU, DSWD	40	2025
Creation of youth organization	<ul style="list-style-type: none"> To empower and develop the responsibility of the youths in the society 	Barangay Tagpangi, Cagayan de Oro City	20,000.00	LGU, DSWD	20	2025
Financial and livelihood assistance to women	<ul style="list-style-type: none"> To provide livelihood to the women To enhance the current socio-economic status of women 	Barangay Tagpangi, Cagayan de Oro City	50,000.00	LGU, DSWD	40	2025

i. For Education Development

Activity	Objectives	Location	Estimated Cost	Source of Funds	No. of Beneficiaries	Year
Scholarship program	<ul style="list-style-type: none"> To provide opportunity to children to be schooled and educated 	Barangay Tagpangi, Cagayan de Oro City	50,000.00	LGU, NGO, NCIP	10	2019

j. For Health Development

Activity	Objectives	Location	Estimated Cost	Source of Funds	No. of Beneficiaries	Year
Coordination with Provincial LGU and Municipal LGU for	<ul style="list-style-type: none"> To have health centers within the community To benefit health grants 	Barangay Tagpangi,	3,000,000.00	LGU, DOH	100	2020

additional health centers	<ul style="list-style-type: none"> To have regular check-up for new born babies 	Cagayan de Oro City				
Health and Sanitation Training	<ul style="list-style-type: none"> To provide awareness and knowledge in terms of health and sanitation 	Barangay Tagpangi, Cagayan de Oro City	50,000.00	LGU, DOH	100	2025
Promotion of traditional herbal/ health medicine	<ul style="list-style-type: none"> To provide knowledge in using indigenous herbal medicine 	Barangay, Tagpangi, Cagayan de Oro City	100,000.00	NGO, LGU, DSWD	200	2025

VI. CAPACITY BUILDING

46. The PO initiative, together with assistance of INREMP, NGOs, LGUs and other government agencies, will be programming a series of training intended for technical trainer's training, organizational management and development, linkages and marketing. Among the needed capacitation identified are the following:

- (i) Technical Training on Organizational Development
- (ii) On-site training on Nursery Establishment, Plantation Establishment and Maintenance and Protection
- (iii) Training on Sexual and Asexual Propagation, Conservation Farming, Crop Production and Fertilization
- (iv) Financial Management and Simplified Bookkeeping
- (v) Education on cultural preservation such as rituals, dialect, costume, dances, sacred areas and organization structure (with hired teachers)

VII. CONFLICT RESOLUTION AND GRIEVANCE REDRESS MECHANISM

47. In case of boundary conflict within the CBFM area within the ancestral domain, the tribal chieftain "*Ilin-saan*" will schedule a public hearing with the presence of the Council of Elders for an amicable settlement. If ever the violator/responsible individual would not accept settlement, he would be subjected to "*Sala*" depending on the weight or degree of the violation in accordance to their customary law.

48. On the domain boundary conflict with the adjoining domain, the tribal chieftain/datu will call for a settlement to the other datu that overlapped with their domain with the presence of both council of elders, witness by the other neighboring and adjacent datu's.

49. In case conflict arises within the ancestral domain and involves members of the IP groups, the traditional conflict management shall apply with the Tribal Council or Elders shall serve as the GRM Body.

50. If the Tribal Council or Elders so decide, the Barangay Council shall be required to participate in the deliberation of the case.

VIII. INFORMATION DISCLOSURE, CONSULTATION AND PARTICIPATION

51. The Ancestral Domain Sustainable Development and Protection Plan (ADSDPP) serves as the community's master plan, indicating its vision, including its historical account, and traditional system and governance. The formulation of the Community Management Plan (CMP) began with several consultations from most members of the tribe and the whole organization. The officers were first consulted to get their approval in the formulation of the CMP, with the assistance from the DENR. It was agreed, both the clan leaders and the members, that the CMP shall serve as the interim ADSDPP until such time that the final ADSDPP has been formulated. The process for disclosing of the CMP to its member is through community consultation. Whenever there will be revisions or updates to any part of the plan to include additional information as needed, a community assembly will be called for their ratification and approval. The CMP was

also intended to serve as the business plan of the TAHASS to show their plans and programs and to address the needs and concerns of its members including the ancestral domain. It also aims to attract financial institutions that support IPO in terms of governance and livelihood support for external funding to support or finance other community needs. Publication or circulation of the CMP maybe allowed provided that a written consent will be issued by the Council of Elders or organization board officers through a resolution.

IX. BENEFICIAL MEASURES

52. The identified subprojects intend to provide incentives, economic benefits, environmental, and cultural protection and do not pose any adverse or negative impact to the community as every subprojects were properly consulted and agreed upon several community consultations. The consultation were attended by most members of the community including women and youth, to determine and voice out their concerns. The subprojects identified were just a few of the so many needs of the community however these are considered to be the most urgent.

X. MITIGATING MEASURES

53. Considering that there was no adverse impact identified as a result of the subproject identification, no mitigating measures were identified. However, it was also agreed that whenever unanticipated impacts occur in the future, the Tribal Leader and organizational officers will discuss the matter and develop an action plan.

XI. IMPLEMENTATION ARRANGEMENTS

54. The overall supervision in the implementation of subprojects will be the responsibility of the organization officers. There are also committee who will help and report to the organization on the progress of any undertakings. Barangay leaders and Local Executives will also be consulted to participate in all activities to provide governance, guidance, technical assistance and even financial support to ensure smooth implementation and avoid conflicts and adverse effects.

55. With regards to specific activities related to subprojects, concerned Committee Heads shall be responsible in the project implementation and monitoring. Reporting frequency and coverage period shall be agreed upon among the officers of the organization depending on the degree of urgency and nature of works/activities.\

56. The NCIP will also be consulted when it comes to issues related to ancestral domain concerns, FPIC and other IP issues.

XII. MONITORING, REPORTING AND EVALUATION

57. Monthly monitoring and evaluation will be carried out by the PO through all its committees and subject to the agency involved for validation in order to facilitate the reporting of progress and ensure 100% satisfaction. However, TAHASS monitoring

team will be conducting individual inspections to every accomplished intervention to support advances (cash or in kind) for a smooth financial management system.

XIII. BUDGET AND FINANCING

58. The present financial management system of the organization are cash deposits in bank, withdrawals in line with approved board resolution, monthly report on cash flow, annual financial reports, and keeping of book records.

59. All the benefits received from the project and programs implementation will be equally divided to all the members of the organization in order to encourage everybody to actively participate in all activities to implement well the project at the same time everyone will be benefited. On the project phase the organization members which are direct beneficiaries must share 10% from the project cost to the organization that will contribute to its operational funds.

60. TAHASS has its own way of budgeting in terms of financing their projects and every activities of the organization. The organization treasurer will be the one who is in charge of the releasing or disbursing with proper documentations. The board of directors of the organization will provide first resolutions in whatever transactions and what had been discussed by the officers. Then this will be approved by the president and the board. The secretary will carry this resolutions to their monthly meetings so that the members of the whole organization will be aware of the actions made by the officers especially the policies and to the bank transactions. Before they can withdraw to the bank they will execute first a resolution that will explains what, where, and how the withdrawn funds will be used. Thereafter, the treasurer and the bookkeeper will formulate reports on the financial transactions made for the month. Finally, the said report will be presented every monthly meeting or scheduled assembly of the organization so that every member of the community will be properly informed of all the financial transactions made by the organization and how much are budgeted, funds received versus funds used and disbursed and the outstanding balances of the organizational funds in bank and on hand.

ANNEXES

Annex 1. Development Map

Annex 5. List of Projects Undertaken

Name of Project/ Agency	Intervention	Area (has.)	Year of Implementation
Integrated Natural Resources and Environmental Management Project	Reforestation	70.00	2017-2020
Integrated Natural Resources and Environmental Management Project	Assisted Natural Regeneration	54.00	2017-2020
Integrated Natural Resources and Environmental Management Project	Agroforestry	41.00	2017-2020
Integrated Natural Resources and Environmental Management Project	Commercial Tree Plantation	48.00	2017-2020
Integrated Natural Resources and Environmental Management Project	Conservation Farming	30.00	2017-2020