


Republic of the Philippines  
Department of Education  
REGION V - BICOL  
SCHOOLS DIVISION OFFICE OF CATANDUANES

**UNNUMBERED MEMORANDUM**

SGOD-UM-09-19-2023/CPG

To: Assistant Schools Division Superintendent  
Division Chiefs  
Public Schools District Supervisors  
School Heads  
All Other Concerned

By the Authority of the Schools Division Superintendent

From:   
**EVA S. TOLENTINO**  
Administrative Officer V  
Officer-in-Charge

Date: September 19, 2023

Subject: **INVITATION TO 58<sup>TH</sup> NATIONAL MIDYEAR CONFERENCE**

1. This is in connection with the invitation of the Philippine Guidance and Counseling Association, Inc. (PGCA), inviting interested participants to attend the 58<sup>th</sup> National Midyear Conference on October 19 & 20, 2023 at the L' Fisher Hotel Bacolod City and STI West Negros University.
2. Interested participants may call at telephone no. (02) 5310-4374 and mobile no. +639605230157/ +639179676346 or email at [pgcasecretariat@gmail.com](mailto:pgcasecretariat@gmail.com) copy furnish [rem.pgca@gmail.com](mailto:rem.pgca@gmail.com). For further clarifications and other concerns, please see attached communication.
3. Participation in this program is on a voluntary basis only.
4. For information

CPG/SGOD-UM-09-19-2023 Invitation to 58<sup>th</sup> National Midyear Conference



San Roque, Virac, Catanduanes  
052-8114063  
[catanduanes@deped.gov.ph](mailto:catanduanes@deped.gov.ph)  
[www.depedrovcatanduanes.com](http://www.depedrovcatanduanes.com) / [www.catanduanes.deped.gov.ph](http://www.catanduanes.deped.gov.ph)



# PHILIPPINE GUIDANCE AND COUNSELING ASSOCIATION, INC.

The Accredited Integrated Professional Organization of the Professional Regulation Commission

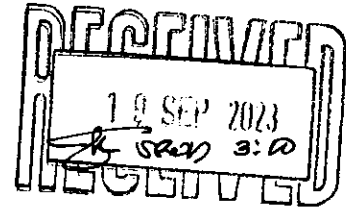
Room 107 Philippine Social Science Center, Commonwealth Ave., Diliman, Quezon City

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5 September 2023

**SOCORRO V. DELA ROSA**

Schools Division Superintendent  
Catanduanes



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Dear Ms. Dela Rosa:

Warm Greetings from the Philippine Guidance and Counseling Association, Inc. (PGCA), the Accredited Integrated Professional Organization of the Professional Regulation Commission!

We are pleased to inform you that the PGCA will hold its 58<sup>th</sup> National Midyear Conference with the theme "*The Innovative Filipino Global Helping Professionals*" on **October 19 & 20, 2023** at the L'Fisher Hotel Bacolod City and STI West Negros University. The conference aims to bring together all guidance counselors, guidance advocates, and other allied helping and mental health professionals from across the country to share relevant knowledge and skills through plenary talks and workshops to be able to keep abreast with the current trends and innovations in the profession.

In this regard, we would like to request for your kind issuance of a *DepEd advisory* or *endorsement* for the participation to this two-day conference of guidance counselors, guidance advocates, guidance supervisors/heads, values education teachers, as well as other basic education teachers.

Please see the registration fees below to help defray the cost of meals (am and pm snacks and lunch), kits and materials, certificates, venue, travel expenses, hotel accommodations, and honoraria for the resource speakers and workshop facilitators for this midyear conference:

	Early Bird Rate until <u>August 31, 2023</u>	Regular Rate until <u>September 30, 2023</u>	Onsite Rate October 19, 2023 (limited slots only)
<b>PGCA Member</b>	<b>Php 4, 500.00</b>	<b>Php 5, 000.00</b>	<b>Php 6, 000.00</b>
<b>Non-Member</b>	<b>Php 5, 000.00</b>	<b>Php 5, 500.00</b>	<b>Php 6, 500.00</b>
<b>Graduate Students</b>	10% discount <b>Php 4, 500.00</b>	10% discount <b>Php 4, 950.00</b>	10% discount <b>Php 5, 850.00</b>
<b>PWD and Senior Citizen</b>	20% discount (PGCA Member) <b>Php 3, 600.00</b> 20% discount (Non-Member) <b>Php 4, 000.00</b>	20% discount (PGCA Member) <b>Php 4, 000.00</b> 20% discount (Non-Member) <b>Php 4, 400.00</b>	20% discount (PGCA Member) <b>Php 4, 800.00</b> 20% discount (Non-Member) <b>Php 5, 200.00</b>

For further information, clarification and assistance, you may call our secretariat office at telephone no. (02) 5310-4374 and mobile no. +639605230157 / +639179676346 or email at [pgcasecretariat@gmail.com](mailto:pgcasecretariat@gmail.com) copy furnish [rem.pgca@gmail.com](mailto:rem.pgca@gmail.com).


We, in the PGCA, sincerely appreciate your kind support to our endeavors.

Attached are the invitation letter for participants and copy of the program.

Thank you.

Sincerely yours,

  
**REMEDIOS C. MOOG, MA, MPA, RGC, RPm, CSCOP**  
National Vice President for Internal Affairs and Program Chair

Noted by:   
**ADELAIDA C. GINES, PhD, RGC, RPsy**  
National President and Overall Chair

**PGCA 58<sup>th</sup> National Midyear Conference**  
***"The Innovative Filipino Global Helping Professionals"***  
October 19 & 20, 2023  
L' Fisher Hotel and STI West Negros University

**Workshop**  
**Multifolds of Community Counseling Works**  
**Ana Lou A. Panganiban, PhD, RGC**

Community counseling is a generic name used in doing professional counseling outside that is focused to helping communities who may be struggling with an increased amount of shared psycho-social concerns. These concerns may be the result of traumatic events that may have taken place within the community that may have affected its members.

Community counseling is a form of counseling in which counselors and mental health professionals alike work with individuals, couples, families, and also communities in one or the other way. This may involve different people like homeless, widow, aged, sexually abused, alcoholic, victims of any conflicts, physically challenged, mentally challenged, mothers and young people. A community is a very diverse place with different issues and challenges which often demand experts' involvement.

Community counseling is generally conducted to prevent a problem and assist in setting prevention programs in different communities.

Thus, this module will help enlighten the participants on the multifolds of community counseling works and the role that counselors play in developing programs that may be of help to prevent problems and assist in setting prevention programs within the community. Further, here is the content flow of the said module.

**Workshop**  
**Development and Management of Innovative Guidance and Counseling Program**  
**Maria Laarni Carla C. Paranis, PhD, RGC, LPT**

The educational landscape in the country has changed dramatically for the past few decades and change can be past-paced, constant and unpredictable. The COVID pandemic have brought greater challenges which placed schools in the middle of the D-VUCAD environment which can be described as "Disruption", "Volatile", "Uncertain", "Complex", "Ambiguous" and "Diversity". As key players in the holistic development of our learners, efforts are needed to pay immediate attention and act innovatively. This workshop presents concepts of DVUCAD world to define the complex environment and how schools can respond to this complexity through the guidance and counseling program. Furthermore, this workshop illustrates the process in the development of innovative Guidance and Counseling Program.

**PGCA 58<sup>th</sup> National Midyear Conference**  
**"The Innovative Filipino Global Helping Professionals"**

October 19 & 20, 2023

L' Fisher Hotel and STI West Negros University

too lenient or holding on too tight versus forcing independence. By showing the adolescents that parents too have this struggle, the counselor will be able to normalize the challenges and model healthy ways to negotiate and solve problems.

One strategy to help clients make sense of and learn how to handle these challenging situations is through the metaphor of "walking the middle path", a tenet of Dialectical Behavior Therapy (DBT). The WTMP module was specifically developed for adolescents and families by Miller, Rathus, and Linehan, (2007). The workshop emphasizes the dialectical view that opposites can both be true, and that there is more than one way to see a situation or solve a problem. This perspective allows clients to work on changing painful or difficult thoughts, feelings, or circumstances while at the same time accepting themselves, others, and circumstances as they are in the moment. This skill helps bridge communication between parents and adolescents to maintain a healthy relationship. The workshop will also enable the participants to apply their understanding on the stages of family life cycle, family structures and family dynamics through case analysis.

**Workshop**

**Skills Enhancement on Assessing Children**

Charity P. Orense, MA, RGC, RPsy

Comprehensive assessment is an integral task of Filipino counselors. Those who work with children are expected to administer tests that establish precise interpretation of the clients' presenting problems. In using standardized tests and inventories, it is imperative for the professional counselors to be familiar with each instrument. However, individualized and culture-fair tests can be challenging for some of us. This workshop aims to provide **hands-on experience** in the administration, scoring and interpretation of tools suitable for assessing children namely: WISC-IV and ECCD Checklist. Participants will have the chance to strengthen their knowledge and sharpen their skills on the use of these tests.

Over time and after several revisions, the *Wechsler Intelligence Scale for Children* represents a significant contribution in the understanding of children's cognitive abilities. *Early Childhood Care and Development Checklist*, on the other hand, is a Filipino-made tool in identifying children between 4 to 60 months old who may be at-risk for developmental delay.

We shall also examine both the strengths and the limitations of these tests in the assessment process. By the end of the workshop, attendees will be more confident in utilizing the tools for the welfare of their young clients.

**Workshop**

**Best Fit Practices for a Professional Counseling Supervision**

Adelaida C. Gines, PhD, RGC, RPsy

**Professional Counseling Supervision** is one of the 14 Counseling Specializations being proposed and worked out by the Career Progression and Specialization Program (CPSP) committee for PRC. Hence, it is very timely to take a deeper look into the concept of supervision and related concepts such as professional, clinical and administrative supervision for better understanding and appropriate application. The characteristics and competencies in terms of Knowledge, Skills, Attitude, Values and Ethics (KSAVE) expected of a professional counselor shall be equally provided. More so, forms of supervision and the best fit or evidence-based practices are to be presented to validate if the competencies are reflected in the best practices especially on the context of Philippine Counseling Supervision. The development model of counselor supervision shall also present the training program as a sequence of identifiable stages through which the trainee progresses. This would be culminated by a practicum/simulation using the RISE Model.



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25 July 2023

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Dear \_\_\_\_\_:

Warm Greetings from the Philippine Guidance and Counseling Association, Inc. (PGCA)!

The PGCA as the Accredited Integrated Professional Organization (AIPO) of the Professional Regulation Commission is committed to be in the forefront in the development of counselors who are **Professional, Goal-driven, Committed Advocates** responsive to the needs of their clientele in the promotion of their well-being to make them proactive contributors in the pursuit of a just and humane society. PGCA hosts midyear conference annually that brings together all guidance counselors, guidance advocates, and other allied helping and mental health professionals from across the country to share relevant knowledge and skills through plenary talks and workshops to be able to keep abreast with the current trends and innovations in the profession.

In this regard, we are pleased to invite you to the PGCA 58<sup>th</sup> National Midyear Conference with the theme "**The Innovative Filipino Global Helping Professionals**" to be held on **October 19 & 20, 2023** at the **L' Fisher Hotel**, 14th Lacson Street Bacolod City, Negros Occidental.

Here are the registration fees:

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	20% discount (Non-Member) <b>Php 4,000.00</b>	20% discount (Non-Member) <b>Php 4,400.00</b>	20% discount (Non-Member) <b>Php 5,200.00</b>

The registration fee will include certificate of participation, conference kit, am and pm snacks and lunch during the two day conference.



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Modes of payment can be made through the following:

### Bank of the Philippine Island (BPI)

Account Name: Philippine Guidance and Counseling Association, Inc  
Account Number: 2283-1077-04

### Philippine National Bank (PNB)

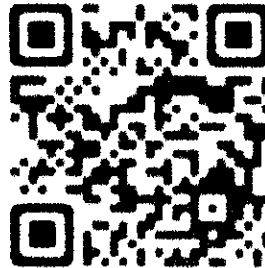
Account Name: Philippine Guidance and Counseling Association, Inc.  
Account Number: 1086-7000-3964

### E-Wallets (i.e. GCash, PayMaya)

Please use **PGCA, Inc.** as the account name whenever you deposit via bank transfer.

Kindly register through this link: [https://bit.ly/Registration\\_PGCAMYC2023](https://bit.ly/Registration_PGCAMYC2023)

You may also access the registration form through this QR Code:




For further information, clarification and assistance, you may call our secretariat office at telephone no. (02) 5310-4374 and mobile no. +639166553507 or email at [pgcasetariat@gmail.com](mailto:pgcasetariat@gmail.com).


Let us come together to learn, infuse our minds, souls and hearts with beautiful memories and good vibes.

See you there!

Sincerely yours,

  
**REMEDIOS C. MOOG, MA, MPA, RGC, RPm, CSCOP**  
*National Vice President for Internal Affairs and Program Chair*

Noted by:

  
**ADELAIDA C. GINES, PhD, RGC, RPsy**  
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## PGCA 58<sup>th</sup> National Midyear Conference "The Innovative Filipino Global Helping Professionals" October 19 & 20, 2023 L' Fisher Hotel and STI West Negros University

### PROGRAM

Day 1 - October 19, 2023 Venue: L'Fisher Hotel 14th Lacson Street Bacolod City, Negros Occidental Philippines		
<b>Masters of Ceremonies:</b> <b>Calvin Dave D. Ganub, PhD, EdD, RGC and Ana Lou A. Panganiban, PhD, RGC</b>		
6:00 AM - 7:30 AM	Registration	Secretariat
7:30 AM - 8:30 AM	Opening Program	
	Doxology and National Anthem	<b>Jenelyn D. Alindog, MAEd, RGC</b> Guidance Counselor 1 Handumanan National High School Brgy Handumanan, Bacolod City
	Introduction of Participants	<b>Honey Belle B. Vicencio, MA, RGC, LPT</b> PGCA National Secretary Guidance Senior Supervisor, Guidance Services Office National University
	Welcome Address	<b>Adelaida C. Gines, PhD, RGC, RPsy</b> PGCA National President
	Greetings and Messages from:	
	Bacolod City Government	<b>Hon. Albee B. Benitez</b> Mayor, Bacolod City
	PGCA Negros Occidental Guidance and Counseling Association (NOGCA) Chapter	<b>Donalyn G. Lastima, PhD, RGC, Rpm, LPT</b> PGCA NOGCA Chapter President Student Services Coordinator, Technological University of the Philippines Visayas
	Conference Overview and Program Orientation	<b>Remedios C. Moog, MA, MPA, RGC, Rpm, CSCOP</b> PGCA National Vice President for Internal Affairs University Counselor, De La Salle University Manila
8:30 AM - 10:00 AM	Keynote Address - The Innovative Filipino Global Helping Professionals	<b>Hon. Francisco B. Benitez, PhD</b> Congressman 3 <sup>rd</sup> District, Negros Occidental
10:00 AM-12:00 NN	Plenary Session 1 – Towards Innovating the Helping Professions: Foundations, Issues, Trends	<b>Christopher P. Hernandez, MAEd, OTRP, RGC</b> Former PGCA National President Guidance Services Specialist, Office of Counseling and Guidance University of the Philippines Diliman
12:00 NN - 1:00 PM	Lunch Break	
1:00 PM - 3:00 PM	Plenary Session 2 – Fortifying the Armors Within Amidst the Challenges of Professional Innovations	<b>Rowena V. Bañes, PhD, RGC, RPsy</b> Outstanding Professional of the Year Awardee (OPYA) for Guidance and Counseling 2021 Dean, College of Arts and Sciences University of St. La Salle Bacolod
3:00 PM - 5:00 PM	Plenary Session 3 – Innovations in Counseling and Helping Professionals - R.A.C.E. Against Suicide	<b>Sheila Marie G. Hocson, PhD, RGC, RPsy, Rpm, LPT</b> Immediate Past PGCA National President PGCA National Business Manager Director, Guidance and Counseling Far Eastern University Manila and Makati
6:00 PM - 8:00 PM	Fellowship Night	<b>Benny S. Soliman, PhD, RGC, RPsy, Rpm, LPT</b> PGCA National Auditor Director, Office of Student Services and Development Tarlac Agricultural University <b>Noel S. Marañon, PhD, RGC, Rpm</b> Coordinator, Guidance and Career Office Philippine Normal University Visayas



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 October 19 & 20, 2023  
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**PROGRAM**

<b>Day 2 - October 20, 2023</b> <b>Venue: STI West Negros University</b> <b>Burgos Street, Bacolod City, 6100 Negros Occidental</b> <b>Concurrent Workshops</b> <b>Morning Session 8:00 AM – 12:00NN; Afternoon Session 1:00PM -5:00PM</b>		
<b>CATEGORY</b>	<b>WORKSHOP TOPIC</b>	<b>FACILITATOR</b>
Workshop 1 Basic	Self-care for Homeroom Teachers and Advisers	<b>Charito B. Ferrer, PhD, RGC, RPs</b> Director, Guidance and Counseling Faculty, Graduate Studies, School of Education Xavier University- Ateneo de Cagayan
Workshop 2 Basic	Becoming a Multiculturally Competent Counselor	<b>Calvin Dave D. Ganub, PhD, EdD, RGC</b> Guidance Counselor, Guidance and Evaluation Center University of St. La Salle Bacolod
Workshop 3 Basic	Designing the Strategic Framework for Peer Facilitator Program	<b>Ma. Honey Belle B. Vicencio, MA, RGC, LPT</b> PGCA National Secretary Guidance Senior Supervisor, Guidance Services Office National University Manila
Workshop 4 Basic	Mental Health Education and Crisis Management for Paraprofessionals	<b>Noel S. Marañon, PhD, RGC, RPs</b> Coordinator, Guidance and Career Office Philippine Normal University Visayas
Workshop 5 Intermediate	Byte-Sized Breakthroughs: Integrating Tech-Savvy Innovations in School Counseling	<b>Christine Lourdes Pabalinas-Labayen, MSGC, RGC</b> Guidance Coordinator, Guidance Center St. Scholastica's Academy Bacolod
Workshop 6 Intermediate	Gearing Up for Counseling and Student Affairs in Higher Education	<b>Benny S. Soliman, PhD, RGC, RPsy, RPs, LPT</b> PGCA National Auditor Director, Office of Student Services and Development Tarlac Agricultural University
Workshop 7 Intermediate	Counseling in the Workplace: Models and Techniques	<b>Carmencita H. Salonga, PhD, RGC, RPsy</b> PGCA National Vice President for External Affairs Board of Trustee - Philippine Mental Health, Executive Director, Mendiola Consortium (CEU, SBU, LCCM, S.JCS)
Workshop 8 Intermediate	Strengths-based Approach to Career Counseling	<b>Marijoy O Gaduyon, PhD, RGC</b> Director, Guidance and Evaluation Center University of St. La Salle Bacolod
Workshop 9 Intermediate	Experiences of Pastoral Counseling in Schools, Seminaries, Hospice Care, and Hospitals	<b>Jose Leonardo L. Degillo, PhD, RGC</b> Dean, College of Arts and Sciences Kabankalan Catholic College, Negros Occidental
Workshop 10 Advance	Managing Family Dynamics by Walking the Middle Path: A Dialectical Behavior Therapy (DBT) Approach	<b>Marissa C. Pascual, MA, RGC, RPs</b> University Counselor, Office of Counseling and Career Services De La Salle University Manila
Workshop 11 Advance	Skills Enhancement on Assessing Children	<b>Charity P. Orense, MA, RGC, RPsy</b> PGCA National P.R.O. Guidance Services Specialist, Office of Counseling and Guidance University of the Philippines Diliman
Workshop 12 Advance	Best Fit Practices for a Professional Counseling Supervision	<b>Adelaida C. Gines, PhD, RGC, RPsy</b> PGCA National President
Workshop 13 Advance	Multifolds of Community Counseling Works	<b>Ana Lou A. Panganiban, PhD, RGC</b> Guidance Coordinator III, Technological University of the Philippines Visayas
Workshop 14 Advance	Development and Management of Innovative Guidance and Counseling Program	<b>Maria Laarni Carla C. Paranis, PhD, RGC, LPT</b> PGCA National Board Member Education Program Supervisor, Field Technical Assistance Division, Department of Education-NCR



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**“The Innovative Filipino Global Helping Professionals”**

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**Workshop**

**Byte-Sized Breakthroughs: Integrating Tech-Savvy Innovations in School Counseling**  
**Christine Lourdes Pabalinas-Labayen, MSGC, RGC**

In this interactive and forward-thinking session, the facilitator will guide the participants in exploring the powerful synergy of counseling branding, technology, mental health applications, and counseling strategies to create an impactful counseling experience for the new generation. As the digital landscape shapes student behavior, this workshop empowers school counselors to leverage technology to connect, support, and guide today's digitally immersed students.

Key topics to be covered:

1. **Elevating Counseling Branding in the Digital Landscape:** this topic aims to identify effective ways to strategically shape counseling branding through websites, social media, and digital content and to establish a credible online presence, showcase counseling services, and engage students.
2. **Tech-Savvy Innovations for Counseling Success:** this topic aims to empower counselors to provide more personalized and accessible support through AI-driven chatbots, data analytics to optimize counseling sessions and enhance student outcomes.
3. **Embracing Mental Health Apps for Enhanced Student Well-Being:** this topic aims to help the participants gain practical insights on integrating mental health apps to empower students with self-help resources, resilience building exercises, and stress management techniques.
4. **Understanding and Counseling the New Generation:** this topic aims to help the participants discover how counselors can adapt their counseling approaches to resonate with a tech-savvy generation using concise and visually appealing communication strategies.

By the end of the workshop, the participants are expected to leave with actionable “byte-sized” breakthroughs that can help redefine their counseling approach, ensuring they remain relevant and impactful in the ever-evolving landscape of school counseling.

**Workshop**

**Gearing Up for Counseling and Student Affairs in Higher Education**  
**Benny S. Soliman, PhD, RGC, RPsy, RPN, LPT**

The Commission on Higher Education Memorandum Order (CMO), No. 9, Series of 2013 mandates all higher education in the country to provide support services to students. These services and programs are concerned with academic support experiences of students to help them attain holistic development. One of the basic services is the Student Welfare Service which includes programs and services needed to ensure and promote the well-being of students. Hence, there is a necessity to strengthen the competencies of counselors in promoting academic, career, personal, and social development of students in higher education institutions.

This workshop aims to provide opportunities for participants to:

1. be familiar with support services necessary for the holistic development of college students;
2. identify strategies in developing programs and interventions to promote the academic, social, and career success of students; and
3. recognize policies, programs, and services that are equitable and responsive to the unique needs of individuals in higher education institutions.

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point of view that can be smoothly incorporated into your counseling practice, not just a tool in the counselor's toolbox.

**Workshop**

**Designing the Strategic Framework for Peer Facilitator Program**  
**Ma. Honey Belle B. Vicencio, MA, RGC, LPT**

The role of a Peer Facilitator is to be one of the important support of Guidance Counselors in the Philippines. They are tasked to learn important skills, techniques and characteristics that would provide holistic assistance to their co-students or co-peers. In the absence of a counselor or having a shortage of guidance counselors in the Philippine School Setting, creating peer facilitators whom usually are referred to as 'Little Counselors' can be of big help and support to the Guidance Services Program. While Peer Facilitators are being trained by their Peer Advisers, they, too, will start learning and influencing their co-students on how they can advocate mental health.

In Designing the Strategic Framework for Peer Facilitator Program, Guidance Advocates/ Peer Advisers will learn how to establish their own Peer Facilitators Group and be equipped with proper knowledge on how to handle, manage and conduct workshops for students. This will also enable peer counselors to learn more about the peer competencies, group facilitation, emotional first aid and self care that should be taught to their incoming peer trainees. This is not only beneficial for those who will start their peer facilitator program but also for those who would want to improve their established program.

**Workshop**

**Mental Health Education and Crisis Management for Paraprofessionals**  
**Noel S. Marañon, PhD, RGC, RPsM**

For so long, the country has been experiencing a dearth of licensed counselors to answer the increasing demands in terms of mental health in the schools. The counselor-to-student ratio is so high that counselors would almost always find difficulty carrying out the other functions assigned to him/her.

Paraprofessionals are school personnel like Counselor Designates in the DepEd who are not licensed but could be trained to assist the counselor in handling crises situations both natural and man-made that could potentially affect the students' mental health.

The aim of this training is to present a simple guide on how to train paraprofessionals (including peer facilitators and helpers, educators, community workers and others) in the area of crisis management and mental health so that they could do some initial interventions in the absence of a professional mental health worker. Furthermore, whenever a crisis situation happens in any part of the country, a network of well-trained paraprofessionals could be deployed to assist in doing psychosocial response and interventions to help not just the stakeholders in the school but the wider community as well.

The training will focus on research findings on mental health in the Philippine schools and will explore the nature of natural and man-made calamities. It will also expose participants to the current interventions that are being done to mitigate the effects of natural and man-made calamities on the mental health of those who have witnessed or experienced them. This way, the non-licensed paraprofessionals and lay people could also be empowered to do their part in ensuring the mental health of the schools and the community.

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vis a vis the strategies and/or techniques adapted from the reference materials and the speaker's personal and/or professional experiences.

**Plenary Session 3**

**Innovations in Counseling and Helping Professionals - R.A.C.E. Against Suicide**

**Sheila Marie G. Hocson, PhD, RGC, RPsy, Rpm, LPT**

The scarcity of mental health professionals in the country and the stressors of the pandemic and day to day concerns have triggered a wide range of mental health problems and there is an emerging evidence of self-harm and suicides related to the disrupted situations around the world. This situation has raised considerable challenges for the mental health response which include limitations on service delivery, increased reliance on remote support and disruptions in the continuation of mental health services. Thus, innovations such as RACE Against Suicide was developed for accountability and continuity of care through multidisciplinary, multisectoral and all systems level approaches.

**Workshop**

**SELF-CARE: Practicing Compassion in Caring for Self and Others**

**Charito B. Ferrer, PhD, RGC, Rpm**

Practicing self-care and mindfulness can be beneficial to anybody who sets time aside for themselves. In education, teachers are working to meet the needs of their students, families, and coworkers before they meet their own, which can take a toll on their well-being. Teachers are already busy people and practicing self-care should not add more stress to them. Self-care should not be a forced task, however, it could be easily incorporated into the day. Through self-care, people who are able to meet their own physical and emotional needs are typically better equipped to take care of others.

People who neglect their own needs and forget to nurture themselves are at danger of deeper levels of unhappiness, low self-esteem and feelings of resentment. The risk of taking care of others and forgetting about ones' own needs is the risk of burnout "which makes it more difficult to care for others or themselves." The theory of self-care "is the practice activities that individuals initiate and perform on their own behalf in maintaining life, health and well-being."

**Workshop**

**Becoming a Multiculturally Competent Counselor**

**Calvin Dave D. Ganub, PhD, EdD, RGC**

This seminar/workshop would focus on assisting counselors in creating their multicultural professional identities, as well as conceptualizing multicultural identity development as the foundation for understanding and developing competencies to effectively work with culturally varied populations. A skilled counselor can work with clients to help them better understand themselves and their relationships, and to use this knowledge to make better, healthier decisions. A basic understanding of psychology and therapeutic theory is required for basic competency in this field. Because many school counselors work with huge student populations, it is critical that they develop a flexible and adaptive understanding of how counseling techniques can be applied to individual students based on their cultural environment. After all, even the framework of counseling is culturally inflected, which implies that students who seek aid are traditionally frowned upon should be treated with special respect. To become a well-rounded counselor, you must recognize that each client will require a unique therapeutic strategy. Multicultural competency is a

## **ABSTRACTS**

### **Plenary Session 1**

#### **Towards Innovating the Helping Professions: Foundations. Issues. Trends**

**Christopher P. Hernandez, MAEd, OTRP, RGC**

This 2-hour plenary talk is a presentation of the various helping professions which guidance counseling collaborates and works with across settings. Emphasis is placed on sharing the epistemology of the helping professions, diverse issues, and current trends of the professions that would impact the guidance and counseling practice. These will be interweaved to come up with an analytical discussion on innovating the helping professions with focus on guidance and counseling.

### **Plenary Session 2**

#### **Fortifying the Armors Within Amidst the Challenges of Professional Innovations**

**Rowena V. Bafies, PhD, RGC, RPsy**

This plenary session focuses on fortifying the attitude of Guidance Counselors amidst the challenges of professional innovations. Presentation will be primarily anchored on the results of qualitative reflective interviews, observations, and/or documentation of innovative practices of randomly identified guidance counselors/guidance designates and/or guidance practitioners currently being undertaken in the field. The qualitative interviews, observations, and/or documentation are to be facilitated with these two Reflective Questions –

*RQ#1 Amidst the challenges of time, can I be an Innovative Counselor? What made me say so?*

*RQ#2 In my endeavor to be innovative, what made me (what do I have) to manage the challenges I have encountered?*

In an interactive manner, the plenary sharing starts with establishing rapport and leveling of expectations with the Conference' participants. The content and process of the presentation will then be communicated.

For common understanding, the presentation proceeds with defining terms relative to the topic. Among which are fortify, armor, challenges, and professional innovation.

Then participants are led to reflect and respond to RQ#1 - Amidst the challenges of time, can I be an Innovative Counselor? What made me say so? With which participants will answer reflectively and share afterwards their responses with their 'groupmates/tablemates'. After the group sharing, participants will be invited to share their collective responses to RQ#1. Their collective responses will be analyzed vis a vis the field data.

The discussion will then be centered on RQ#2 - In my endeavor to be innovative, what made me (what do I have) to manage the challenges I have encountered? Similarly, responses of the conference participants will be openly processed vis a vis the results of the field interviews, observations, and/or documentation.

Alongside with the processing of the responses to Reflective Questions will be the sharing of pockets of short exercises and/or insights in reference to the following:

1. M. Seligman's PERMA Theory of well-being
2. A. Robin's 7 Day's (Strategies) to Fortify the Self
3. S. Johnson's Four R's Techniques in Strengthening Self

The plenary ends with the implications of the consolidated data from the field interviews, observations, and/or documentation and that from the conference participants

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To achieve the abovementioned objectives, an interactive discussion will be employed by the facilitator. To further enhance the insight to be gained by the participants, a structured learning experience will be facilitated and processed.

**Workshop**

**Counseling in the Workplace: Models and Techniques**  
**Carmencita H. Salonga, PhD, RGC, RPsy**

Psychology is a vast field having several specializations to choose from. Counseling in the Workplace is one specialization that applies to the study of human behavior & mental wellness of people in the workplace and similar organizations. This course on Counseling in the Workplace is an employee support intervention that may be provided by companies as part of their regular services for employees so as to lessen its problems with regard to job turnover, reduction in absences, and greater work productivity. In fact, there were studies done on the effectiveness of counseling in the workplace. A comprehensive, systematic review of the effectiveness of workplace counseling was done by John McLeod in 2010. Findings revealed that counseling was generally effective in alleviating psychological problems, sickness absences, and a moderating effect on attitudes to work.

Counseling in the workplace is an assistance program that can provide a safe space for discussions with an employee usually experiencing emotional or psychological content. Counseling can be done in a one-on-one interaction or a group interaction allowing an employee to seek a better solution for his/her experiences and concerns whether at home or in the office. It is an exchange of feelings and ideas between a workplace counselor and an employee client.

There are a variety of techniques and models that a workplace counselor can choose from to describe and understand client's thoughts, emotions, and behaviors.

**Workshop**

**Experiences of Pastoral Counseling in Schools, Seminaries, Hospice Care, and Hospitals**  
**Jose Leonardo L. Degillo, PhD, RGC**

Pastoral counseling is a type of counseling that combines pastoral theology with secular psychology to provide a comprehensive approach to psychotherapy in which faith, theology, and psychology all play important roles (Degillo & Gayoles, 2020; Lucerna & Gayoles, 2018). It also allows individuals to learn coping techniques and feel empathy, support, and encouragement through tough times, such as dealing with the reality of HIV diagnosis (Degillo & Gayoles, 2020; Ezeanolue et al., 2017; Pearce et al., 2015).

Through the following experiences, insights and reflections about pastoral counseling will be shared as this session unfolds: Connie's Conversion over Depression; George's Gift of Goodness; Benny's Being-Towards-Death; and Delilah's Dance with the Divine.

**Workshop**

**Managing Family Dynamics by Walking the Middle Path: A Dialectical Behavior Therapy (DBT) Approach**  
**Marissa C. Pascual, MA, RGC, RPsM**

Practicing counselors often hear narratives of parents and adolescents caught in an argument and found it tricky to get out, because of polarizing statements. It can be extremely challenging for adolescents to regulate their emotions and have a constructive conversation once they have escalated from rational into black and white thinking. However, the adolescents are not the only ones facing black and white thinking challenges. Parenting adolescents can also present adults with challenging dichotomies like being too strict versus



**COVER SHEET**

COMPANY REGISTRATION AND ACCOUNTING DEPARTMENT  
for Applicants at

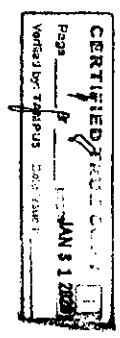
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**AMENDED ARTICLES OF INCORPORATION**

OF THE  
**PHILIPPINE GUIDANCE AND COUNSELING ASSOCIATION, INC.**  
 (formerly PHILIPPINE GUIDANCE AND PERSONNEL ASSOCIATION, INC.)

**KNOW ALL MEN BY THESE PRESENTS,**

THAT WE, all of whom are of legal age, citizens and residents of the Philippines, have this day voluntarily associated ourselves together for the purpose of forming **PHILIPPINE GUIDANCE AND COUNSELING ASSOCIATION** under the laws of the Philippines. (AS AMENDED ON March 22, 2015).

And We Herewith Certify:

First - That the name of said organization shall be known as the **PHILIPPINE GUIDANCE AND COUNSELING ASSOCIATION, INC.** (as amended on May 14, 1997);

Second - That the purposes for which the Association is organized are as follows:

- a. To improve the standards of guidance and personnel work;
- b. To promote and stimulate the exchange of professional experience through international, national, regional and/or local meetings;
- c. To stimulate, promote, and support researches and other professional activities that will contribute to the improvement of education;
- d. To disseminate pertinent and valuable professional activities that will contribute to the improvement of education; (as amended on 5-14-97)
- e. To bring together and ignite in action all guidance and personnel workers for a better understanding and acceptance of the principles and professional standards of the guidance and personnel work.

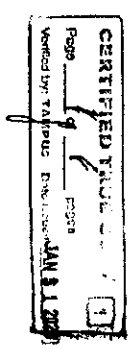
**Securities and**

Third - That the principal office of **PHILIPPINE GUIDANCE AND COUNSELING ASSOCIATION, INC.** shall be at the **102-A Divisoria Social Science Council Bldg., 102-A Divisoria, Quezon City, (As Amended on March 22, 2015).**

Fourth - That the term for which the Association is to exist is fifty (50) years from and after the date of the incorporation.

PHILIPPINES

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1. That the names, residences, and addresses of the incorporators of said Association are as follows:

NAME	RESIDENCE	CITY
ESPERANZA R. LIMCAYO	4 Mabes St. Q.C.	Quejido
JANE BULAYO	125 Second Divisoria, Q.C.	Quejido
PAUL JOHNSON	38 Ventana B, Amante Blvd	Quejido
ALICIA T. RAMOS	101 S. Aguirre Eastward, Cebu	Quejido
ANGELINA RAMIREZ	37 Bas. E. Q.C.	Quejido
CONCEPCION D. NELLA	31 J. Abad Santos, Q.C.	Quejido
ERIBUNTA OVALBAO	24 West Riverside, Q.C.	Quejido
ANGELINA RAMIREZ	2754 Zamora, Pinar City	Quejido
PAUL JOHNSON	71 Anacapa St., Special Dist.	Quejido
ANGELINA RAMIREZ	12 Macos St. Q.C.	Quejido

2. That the Association shall have no share, membership may be acquired and lost, and members may be expelled or vote only in accordance with regulations and conditions provided in the By-Laws of the Association and the Corporation Law.

3. That the number of Directors of said Association shall be eleven (11) and that the names and residences of the Directors of the Association who are to serve will not exceed one day elected and qualified as provided for by the By-Laws or as follows:

NAME	RESIDENCE	CITY
ALICIA T. RAMOS	38 Ventana B, Amante Blvd	Quejido
ANGELINA RAMIREZ	125 Second Divisoria, Q.C.	Quejido
CONCEPCION D. NELLA	101 S. Aguirre Eastward, Cebu	Quejido
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ANGELINA RAMIREZ	12 Macos St. Q.C.	Quejido

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Page 1 of 1  
Verified by: JAMES BULAYO

1. That the names, residences, and addresses of the incorporators of said Association are as follows:

NAME	RESIDENCE	CITY
ESPERANZA R. LIMCAYO	4 Mabes St. Q.C.	Quejido
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SIGNED IN THE PRESENCE OF

2. That the number of Directors of said Association shall be eleven (11) and that the names and residences of the Directors of the Association who are to serve will not exceed one day elected and qualified as provided for by the By-Laws or as follows:

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Verified by: JAMES BULAYO



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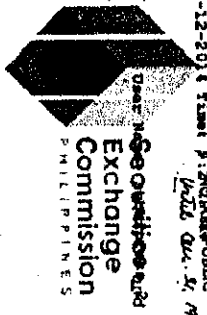
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Who are known to me and to me known to be the same persons who executed the foregoing instruments and acknowledged to me that they executed the same as an act of their free will and deed for the purposes therein stated.

I further certify that the foregoing instrument relates to Articles of non-stock corporation of the PHILIPPINE GUIDANCE AND COUNSELING ASSOCIATION, that it consists of three pages including this page and that each page and every page thereof has been signed on the left hand margin by the parties executing the same and by their witnesses.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my notarial seal at Manila, Philippines, on this 19<sup>th</sup> day of January, 1969.

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 Page 6 of 8  
 Date Issued: 1/31/2020

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 Date Issued: 1/31/2020

(NON-STOCK CORPORATION)

TRUSTEES CERTIFICATE

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WE, the undersigned majority of the trustees and all the Corporate Secretary of PHILIPPINE GUIDANCE AND COUNSELING ASSOCIATION, INC., do hereby certify that the Articles of Incorporation of said corporation was amended by a majority vote of the trustees and the vote of two thirds (2/3) of its membership at a meeting held on March 22, 2010, during the Annual Convention at the St. Scholastic's College.

The amended provisions of the attached Amended Articles of Incorporation, as amended by the Board of Directors of the company from National University, 551 M.E. Jacobson Street, San Mateo, Manila, Philippines to 107-A Philippine Social Science Council Building, Commonwealth Avenue, Diliman, Quezon City, also the following articles is amended, to-wit: Article 3, 9, 10, 11. The trustee certifies that the attached amended articles of Incorporation comply with the provisions of the law and that they have hereunto signed this certificate this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_ at QUEZON CITY

Edgardo C. Collins  
 TIN: 107-268-634-000

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Securities and Exchange Commission  
 TIN: 107-268-634-000

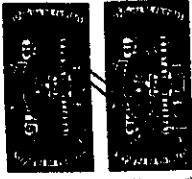
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 Date Issued: 1/31/2020



Republic of the Philippines  
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I hereby certify that (a) this is a true copy of the document stored in the SEC L-View facility to which proper security management was applied to ensure data integrity, consisting of PHILIPPINE PHILIPPINE PHILIPPINE and (b) at all material times, the SEC L-View Facility was operating in a manner that did not affect the integrity of the electronic document.

PHILIPPINE EQUIPMENT AND DEVELOPMENT ASSOCIATION, INC.

Verified by LORENCE POJANUS Fees Pno. JAN 31 2021 under  
CR No. 1929215 Date: JAN 31 2021

(Company: PHILIPPINE EQUIPMENT AND DEVELOPMENT ASSOCIATION, INC.)

**ROMEO B. CAMARNO**  
SEC Information Officer II  
Electronic Records Management Division  
Information and Communication Technology Department



Republic of the Philippines  
**Securities and Exchange Commission**

EDSA, Quezonville, Mandaluyong  
Metro Manila

S.E.C. Reg. No. 37373

CERTIFICATE OF FILING OF AMENDED BY-LAWS

TO ALL TO WHOM THESE PRESENTS MAY COME, GREETINGS:

THIS IS TO CERTIFY that the amended By-Laws of the

**PHILIPPINE GUIDANCE AND COUNSELING ASSOCIATION, INC.**  
(Formerly Philippine Guidance and Personnel Association, Inc.)

was amended, adopted by a majority vote of the Board of Directors, and by the majority of the members on May 14, 1997, and countersigned by the Secretary of the Board of Directors, on the 26<sup>th</sup> day of May 1997, in the presence of the Commission, in the premises of Section 48 of the Corporation Code of the Philippines, Batangas Building, approved on May 1, 1980, and attached to the other papers pertaining to said corporation.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of this Commission to be affixed at Mandaluyong, Metro Manila, Philippines, this 26<sup>th</sup> day of May, 1997, in the year of our Lord nineteen hundred and ninety-seven.

**SONIA M. BALLE**  
Director  
Corporate and Legal Department

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Annex 1

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**AMENDED BY-LAWS OF THE PHILIPPINE GUIDANCE AND COUNSELING ASSOCIATION, INC.**  
(Formerly: PHILIPPINE GUIDANCE AND PERSONNEL ASSOCIATION, INC.)

**Article I**

**Name and Objectives**

Section 1. This organization shall be known as the Philippine Guidance and Counseling Association, Inc. (as amended on 14 May 1997)

Section 2. The name of the Association, Philippine Guidance and Counseling Association, Inc. (PGCA) shall be employed in all official business and activities of the organization. It shall not be used by any organization, agency, person or group without the prior approval of the Board of Directors. (Ed. 6/4/97)

Section 3. The Objectives of the Association are:

- a. To improve the standards of guidance and counseling work.
- b. To promote and stimulate the exchange of professional experience through international, national, regional and/or local meetings;
- c. To stimulate, promote, and support researches and other professional activities that will contribute to the improvement of education.
- d. To disseminate pertinent and valuable professional information and materials through publications;
- e. To bring together and unite in action all guidance and counseling workers for a better understanding and acceptance of the principles, practice and professional standards of the guidance and counseling movement.

**Article II**

**Membership**

Section 1. Every eligible person desiring to become a member to the Association shall apply for membership to the Association. A

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person shall become a member of the Association upon election to membership and payment of his dues.

Section 2. Membership in the Association shall be individual and personal.

Section 3. Upon proper application, an individual may be admitted to the Association under the appropriate category of regular, associate, or junior member.

Section 4. Regular Member. A regular member must be a holder of a doctorate or a Master's degree in Guidance and Counseling work or in a cognate field and must have had experience in teaching and/or Guidance or Counseling Work as provided for in Section 5, Article II. (See *Amended By 1/14/97*)

Section 5. For purpose of qualification for regular membership:

a. The fields of Psychiatry, Psychology, Sociology, Education and Social Welfare shall be considered as cognate fields to Guidance and Counseling Work. (See *Amended By 1/14/97*)

b. Experience for at least two year in teaching in the past or present or past or present employment in Guidance or Counseling Work in addition to a Masteral or a Doctoral degree shall be necessary for regular membership. (See *Amended By 1/14/97*)

c. Guidance and Counseling workers in this Association include guidance counselors, guidance supervisors, Dean of Girls (Women), Dean of boys (Men), Dean of Students, Foreign Students Advisers, Health Directors, Instructors of Guidance, Psychiatrists, Psychologists, Psychometrists, Social Workers or any other person appointed to do any aspect of guidance and personnel work directly. In case of doubt as to the classification of functions, the recommendation of the Membership Committee upon approval of the Board shall be final. (See *Amended By 1/14/97*)

Section 6. Associate Member. An associate member must have had at least 15 units in Guidance and Counseling work in the graduate level plus two years full time or four years part-time as counselor or personnel worker. (See *Amended By 1/14/97*)

Section 7. Junior Member. A junior member may be anyone who is working in the field of Guidance and Counseling Work or

anyone interested in the field and who has at least a Bachelor's degree. (See *Amended By 1/14/97*)

Section 8. The Board of Directors shall prescribe and establish criteria for special membership in the Association. This membership shall be consistent with the By-Laws.

Section 9. Members who, having reached the age of sixty-five having been a member of the Association for at least five years, may request Emeritus Membership under qualifications set forth by the Board of Directors. Emeritus membership is granted to an individual by a vote of the Board of Directors upon recommendation of the Membership Committee. Emeritus membership carries exemption from the payment of dues in the PGCA but retains all the rights and privileges of dues paying membership. (See *Amended By 1/14/97*)

Section 10. Charges of unbecoming professional conduct shall not be entertained against a member unless a complaint in writing stating the exact nature of the charges is submitted to the Committee on Ethics which shall have the power to determine whether the charges shall be dropped, whether the accused shall be given the opportunity to resign, or whether the charges shall be referred to the Board of Directors for review and possible action. Conviction of a member by court of competent jurisdiction of a crime involving moral turpitude automatically brings the case, without necessity of formal complaints, before the Committee of Ethics, the member may be dropped by the Board of Directors without the necessity of hearing. In all other instances, whenever charges are referred to the Board, no person shall be dropped from membership without the benefit of a hearing in person, or represented by counsel, and then only by a vote of three-fourths of the members of the Board present and constituting a quorum at the meeting which considered the matter.

Section 11. Every member of the Association shall, individually and in cooperation with his fellow members, discharge his duties and responsibilities in connection with duly adopted decisions, projects, and activities of the Association. Only regular members shall have the right to vote and hold office in the Association. Associates and junior members shall enjoy the right to attend conventions and general meetings of the Association, receive all publications and other services of the Association.

members of the Board if still constituting a quorum from among the voting members of the Association

Section 3 The functions of the officers of the organization shall be as follows:

- a. elected officers shall discharge their duties as administrative representatives of their constituents;
- b. Appointed officers shall exercise their functions as designated by the elected officials and as provided for in the by laws.

Section 4 The Board of Directors shall be the final source of authority of the Association. It shall manage the affairs of the Association including in particular:

- a. the adoption and promulgation of policies, rules and regulations;
- b. the creation of special committees and bodies;
- c. entering into contract;
- d. referral to the appropriate body for study and recommendation, items of minor importance to the Association.

Section 5 All property owned by the Association shall be administered by the Board of Directors. All acquisitions or disposal of property, except upon dissolution of the Association, require the vote of the majority of the members of the Board and constituting a quorum.

Section 6 All appropriation of funds shall be made by the Board of Directors. Any proposal for an Appropriation shall not be acted upon until a report is given by the Treasurer that the necessary funds are available.

Section 7 The Board shall receive at its annual meeting the reports of the officers of the Association and the standing and special committees as specified in the Constitution. Action on these reports requires a vote of the majority of the members of the Board and constituting a quorum.

Section 8 The members of the Board of Directors shall, within ten (10) days after their qualification, elect among themselves the following officers of the Association to hold office for one year and until their successors have qualified.

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- a. President
- b. Vice-President
- c. Treasurer

Section 9. Leadership in the Association shall be vested in the President who shall be the chief executive officer of the organization. He shall be the chairman and presiding officer of the Board and the Association's general meetings, carry out the policies laid down by the Board, and perform such duties that usually pertain to the position of president. He shall be elected from among the members of the Board.

Section 10. The Vice-President shall assist the President in the performance of his duties. In case of vacancy in the office of the President, or in his absence, or in his inability to act, the Vice-President shall act as President. He shall likewise be elected from among the members of the Board.

Section 11. The Secretary shall be appointed by the President subject to approval of the board. He shall be one from among the Board members of regular members and shall serve for a term of three years without prejudice to reappointment.

The Secretary shall issue calls, serve notices, prepare the agenda of the Board and the Association's meetings in consultation with the President and the members of the Board, shall arrange for the safe-keeping and custody of all papers of the Association, and perform such other duties as the President and/or the Board may deem necessary in the operation and management of the Association. He must be a citizen and a resident of the Philippines.

Section 12. The Treasurer shall be the financial officer of the Association. He shall collect all fees and dues due the organization, pay all authorized expenses, arrange for the safe-keeping of all the funds of the Association, record all financial transactions of the Association, prepare audited financial reports, and perform such other functions as the Board and/or the President may direct. He shall be bonded in such sum and with such security as may be fixed by the Board.

Section 13. The Treasurer shall make an interim report to the Board at the national convention. At the conclusion of the fiscal year and as soon as possible thereafter, the Treasurer's annual

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report shall be examined and audited by a certified public accountant whose honorarium shall be paid by the Board of Directors.

Section 14 The expenses incurred in the conduct of the affairs of the Association shall be paid by the Treasurer out of such appropriations as shall have been made for such purposes. The Board of Directors may authorize the Treasurer to turn over funds of the Association from time to time to the President to meet designated expenses of the Association.

Section 15 Dues shall be due and payable on such dates as may be fixed by the Board of Directors. Dues in excess of one year and for life may be accepted under such terms and conditions established by the Board. Upon payment of life membership dues, an individual in good standing is exempted from further dues for life in the PGCA. Such persons shall be designated as life subscribers. The number of life subscribers shall not exceed five percent of the total voting membership.

#### Article IV

##### Committees

Section 1 Classification of Committees The classes of committees of the Association shall be:

a. Standing committees created by the By-Laws for the investigation, study and operation of the matters relating to the accomplishment of the general purposes of the Association of continuous and recurring character. The powers and duties of the standing committees shall be defined in these By-Laws.

b. Special committees created by the resolution of the Board of Directors for the investigation, study and operation of matters of an immediate or non-recurring character. The resolution creating such a special committee shall define its powers and duties.

Section 2 The Association shall have the following standing committees:

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a. The Membership Committee shall screen and accept new members in accordance with the requirements laid down in the By-Laws.

b. The Executive Committee shall consist of the President, Vice-President, the immediate past President, the Secretary, and the Treasurer. The Executive Committee shall act during the interim when the Board of Directors is not in session. It shall act within the policies established by the Board of Directors.

c. The Election Committee, the members of whom shall be named from among the Board Members, shall be charged with carrying out the nomination and election of new Board members.

d. The Publication Committee shall constitute the policy making body for all publications of the Association.

e. The Program Committee shall be in charge of drawing out plans in pursuance of the objectives of the Association.

f. The Ethics Committee shall draw a code of ethics and investigate violation thereof.

Section 3. Appointment of Committees. Unless otherwise provided in the Constitution or these By-Laws, appointment of members to serve on both standing and special committees shall be made by the President of the Association with the approval of the Executive Committee. The committee chairman and the majority of its members shall be members in good standing of the Association. The chairman of each committee shall be designated by the President.

Section 4. Tenure and Number of Members of Committees.

a. The members of all standing committees, unless otherwise designated, may serve for an unlimited time. Standing committees usually shall be constituted to assure continuity of personnel.

b. The members of all special committees shall serve until the next meeting of the Board of Directors after creation of the committee or until their successors are

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named or until they are discharged from their responsibilities.

c. Vacancies in the membership of committees, both standing and special, shall be filled by appointment by the President with the approval of the Executive Committee.

Section 5. Committee Meetings. Meetings of each committee, both standing and special, shall be held upon the call of its chairman.

Section 6. Committee Reports. Each standing committee and special committee shall submit to the Board of Directors, prior to the first regular meeting of the Board of Directors, its written report which shall include a summary of its proposed activities and its recommendation, if any, with the statement of all the reasons for all recommendations obtained in such report. Any report of any committee obtaining a recommendation of action which will result in expenditures of the Association funds shall include in the report an estimate of the amount of such expenditure required. A copy of each committee report submitted to the Board of Directors shall be delivered to the President at least five days prior to submission to the Board of Directors. Copies of any such reports may distributed to the members of the Association if deemed advisable by the Board of Directors.

Section 7. Guidelines for Committees. Each standing committee will draw up specific procedural guidelines for itself, to be approved by the Board of Directors. These guidelines cannot be changed without the approval of the Board.

Article V

Convention and the Board Meetings

Section 1. The Association shall meet in convention at least once a year, on the month of June at the City of Manila. The time of each convention shall be determined by the Board of Directors and notice thereof shall be given to the individual members and associates at least 30 days prior to the time so fixed.

15 MAR 08 2018

Section 2. The President of the Association shall preside at convention and, in his absence, the Vice-President shall take over.

Section 3. The Board of Directors shall meet at the time and place of the national convention at least once every 3 months at such time and place designated by the Board. A majority of all the members of the Board shall constitute a quorum, and every decision of a majority of the quorum shall be a valid corporate act.

Article VI

Amendments

Section 1. Amendments to the By-Laws shall be considered in the national convention or in a special meeting held for that purpose and shall take effect upon approval by a majority of all the regular members or by their proxies entitled to vote and duly authorized in writing for the purpose. Proposals to amend the By-Laws may be initiated in writing by a majority of the members of the Board of Directors or by a regular member signed by at least 10, voting members.

Adopted this 7th day of June 1969 at a meeting held at the City of Manila by the undersigned majority members of the Association.

Signed by:

Rosalina T. Buenasacda

Concepcion D. Mella

Emelinda Quiambao

Angelina E. Ramirez

Purificacion V. Reyes

Natividad J. Munarraz

15 MAR 08 2018

DIRECTORS CERTIFICATE

KNOW ALL MEN BY THESE PRESENTS:

We, the undersigned majority of the Board of Directors and the Secretary, hereby certify that the attached is a true and correct copy of the Amended/Articles of Incorporation and By-Laws of the PHILIPPINE GUIDANCE AND COUNSELING ASSOCIATION, as approved by at least two-thirds (2/3) of members and majority of the Board of Directors on 14 May 1997 at Quezon City Philippines.

IN WITNESS WHEREOF, we hereby set our hands this \_\_\_ day of September 1998 at Quezon City Philippines.

*Thelma G. Ariva*  
THELMA G. ARIVA  
Director & President

*Dr.*  
EVANGELINE M. DE JESUS  
Director & Vice-President

*Armando E. De Guzman*  
ARMANDO E. DE GUZMAN  
Director & Secretary

*Milagros E. Valerio*  
MILAGROS E. VALERIO  
Director & Treasurer

*Benedicta O. Lezcano*  
BENEDICTA O. LEZCANO  
Director & Auditor

*Evilva Irene Q. Ramos*  
EVIIVA IRENE Q. RAMOS  
Director & PRO

*Josefina C. Donato*  
JOSEFINA C. DONATO  
Director

*Lidya S. De Guzman*  
LIDYA S. DE GUZMAN  
Director

*Luzviminda S. Guzman*  
LUZVIMINDA S. GUZMAN  
Director

*Angela C. Lam*  
ANGELA C. LAM  
Director

*Alba Perilita S. Polistico*  
ALBA PERILITA S. POLISTICO  
Director

(SGD)

Bro. Harry Morgan, FSC

(SGD)

Fr. Jaime Bulatao, S.J.

(SGD)

Carmen D. Tanedo

(SGD)

Patrocino Toribio

(SGD)

Esperanza R. Jimaco


(SGD)

Lily R. Rosales

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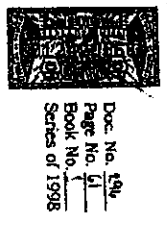
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Countersigned:  
  
**AMÉRICO S. DE GUZMAN**  
 Corporate Secretary

SUBSCRIBED AND SWORN TO BEFORE ME this 06 day of 12 1998  
 at Manila exhibited to me their Community Tax  
 Receipt Nos. as follows:

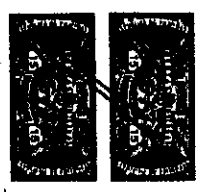
NAME	COMMUNITY TAX RECEIPT	PLACE/DATE ISSUED
Thekla O. Abiva	10781786	6-26-98 Quason City
Evangeline M. de Jesus	18712300	1-19-98 Mandaluyong City
Amparo B. de Guzman	16323666	1-7-98 Quason City
Benedicta O. Lezano	16615336	1-28-98 Pasig City
Elyra Irene G. Ramos	06321979	1-26-98 Quason City
Joselina C. Donato	00850403	3-5-98 Manila
Luznelinda S. Guzman	05232440	2-10-98 Mandaluyong, Pangasinan
Angela C. Lam	10622660	3-31-98 Quason City
Aida Perilla S. Polistico	02049452	3-3-98 Naga, Cagayan
	81096828	1-10-98 Davao City
	06321978	1-21-98 Quason City



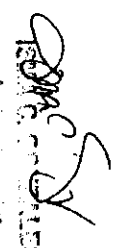
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 Page No. 61  
 Book No. 1  
 Series of 1998

*Attested to by*  
**FATIMA S. REYES**  
 Notary Public  
 UNTIL SEP. 31, 1999  
 PTR. NO. 1297351  
 MAKATI CITY: 2-5-98

15/15 MAR 0 8 2018



Republic of the Philippines  
**SECURITIES AND EXCHANGE COMMISSION** 3  
 I hereby certify that within is a true copy of the document stored in the office of the Commission, in which proper security documents were filed to ensure their integrity, consisting of [Application for Registration] and [Other documents], the SEC and its duly authorized personnel have examined the same and found them to be in accordance with the provisions of the Securities Act of 1933 and the Securities Act of 1934.  
 Witness my hand and the seal of the Commission this 06 day of 12 1998.  
 Atty. General  
 SECURITIES AND EXCHANGE COMMISSION  
 1001 E. A. Rodriguez Blvd. Alabang, Muntinlupa City, Philippines  
 Date: 06/12/1998 File No. 15-15 Page No. 61

  
 SECURITIES AND EXCHANGE COMMISSION  
 1001 E. A. Rodriguez Blvd. Alabang, Muntinlupa City, Philippines