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Republic of the Philippines  
**Department of Education**  
REGION XI  
**SCHOOLS DIVISION OF PANABO CITY**

Office of the Schools Division Superintendent

**DIVISION ADVISORY**  
**CID-2024-0002**  
October 8, 2024

**FUTSAL BASIC REFEREES COURSE**

Attached is a letter from Mr. Renato E. Cosmod, DAVNOR RFA President, inviting all teacher-coaches/officiating officials to attend the Futsal Basic Referees Course on October 18-20, 2024 at Davao del Norte Sports and Tourism Complex, Mankilam, Tagum City.

This Office interposes no objection to the above activity provided that the policy of "No Disruption of Classes" per DepEd Order No. 9, s. 2005 entitled "Instituting Measures to Increase Engaged Time-on-Task and Ensuring Compliance Therewith" is observed, participation shall be in voluntary basis, and that no DepEd or Public School funds be utilized for this purpose.

For your information and dissemination.

  
**JINKY B. FIRMAN PhD, CESO VI**  
Schools Division Superintendent

**RELEASED**

**CCT 10 2024**

RECORDS SECTION, SDO PANABO CITY  
BY 

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## NORTH DAVAO REGIONAL FOOTBALL ASSOCIATION (DAVNOR RFA), INC.

SEC REGISTRATION NO. CN 201537032  
TIN NO. 476-689-230-000

September 25, 2024

**DR. JINKY B. FIRMAN, CESO V**  
Schools Division Superintendent  
Division of Panabo City



Dear Ma'am,

Greetings!

The Philippine Football Federation (PFF) through North Davao Regional Football Association (DAVNOR RFA), Inc. will conduct Futsal Basic Referees Course on October 18-20, 2024 at Davao del Norte Sports and Tourism Complex, Mankilam, Tagum City.

This activity will equip the coaches and officiating officials in our division on the updates of the laws of the game. While it is believed that a coach with updated knowledge on the laws of the game can create an effective game plan for the team, then it is expected that participants from this activity will do their best to uplift the status of their teams.

In this regard, please allow the teacher-coaches/officiating officials interested with this activity to attend the course.

Thank you and more power. God bless you all!

Sincerely yours,

  
RENATO E. COSMOD  
DAVNOR RFA President



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September 25, 2024

**DR. JINKY B. FIRMAN, CESO V**  
**Schools Division Superintendent**  
**Division of Panabo City**

Dear Ma'am,

Greetings!

This is to invite you attend the launching of the Philippine Football Federation (PFF) the "Football Starts at Home" Program (Annex A-Introduction) on October 8, 2024 at 9:00AM at DavNor Gym, DNSTC, Capitol, Mankilam Tagum City. Our PFF President John Gutierrez, along with the consultant Tom Bryer will be the resource speakers. In this regard, please allow the teacher-coaches/officiating officials to attend this activity.

**Program:**

8:00AM- Courtesy Call to Hon. Governor with PFF President

8:00AM- 8:45AM – Registration

8:45AM- 9:00AM – Opening Remarks

9:00AM-10:00AM – Presentation and Q & A

10:00AM-10:30AM – PPF Child Safeguarding

10:30AM-10:45AM – Photo Opportunity

10:45AM – Final Whistle

10:46AM – 11:00AM - Ocular visit to the site of the proposed artificial turf

Thank you and more power. God bless you all!

Sincerely yours,

**RENATO E. COSMOD**  
**DAVNOR RFA President**

## ***Annex A- Introduction***

### **PFF Launches Game Changer Program: Football Starts at Home**

Close to 400 children, parents, coaches, and football aficionados attended the Quezon City launch of Football Starts at Home (FSAH) on June 28, 2024 at the University of the Philippines Film Institute Film Center.

Football Starts At Home, a movement created by Philippine Football Federation (PFF) consultant Tom Byer, is aimed at introducing the game to Filipino children starting 3 years old for them to develop ball mastery at a young age.

The program features basic ball manipulation skills that can be learned through instructional videos that will be accessible for free. Parents are encouraged to introduce these skills to their young children disguised as play time, and be their first "coaches" in a safe and nurturing environment in the comfort of their homes. This bonding will give children confidence and support, and will help create a positive experience in the family.

The advantages of Football Starts at Home go beyond learning the beautiful game. With this holistic approach, children do not only benefit physically, but mentally as well. Studies have shown that since the neuroscience involved in learning ball manipulation enhances the learning abilities of children.

PFF had initially kicked off its FSAH program with launch events held in Bukidnon, Cagayan de Oro, Central Visayas, and Central Luzon this last week of June. In the coming weeks and months, the PFF will launch and activate the program in more Regional Football Associations.

FSAH founder Coach Tom Byer, who has been coaching in Japan for more than 30 years is very excited about the prospects of spreading the program throughout the Philippines. "We have a long history of developing this program in Japan, regarded as one of the top footballing countries at least in our confederation. This program has already been proven and tested and has got great results," Byer said, explaining that kids exposed to football at such an early age can sharpen their minds and make the game easier for them as they grow older.

In his presentation, Byer showed video documentations of his son's and other children's football journey from toddler (starting at home) to grade school (as member of his varsity team), as well as an excerpt of a University of Houston peer reviewed study, affirming the effectiveness of FSAH.

"This is a flagship program that we believe will revolutionize Philippine football, not in the short term, not in the near future, but in the long term," PFF President John Anthony Gutierrez said, describing FSAH as "football training disguised as child's play time."

"There has always been this belief, in my opinion, a misconception, that grassroots development should start between the ages of six and twelve. This program will prove that learning football can start much, much earlier," Gutierrez explained. "We are excited

to have come across this program. This is an initiative that PFF believes will change the landscape of Philippine football, not in the near future, but moving along preparation of the nationals. . . in around six, eight, ten, or twelve years."

Byer emphasized the FSAH "is not just [for] the two to five year old kids, but it's the parents that have the vital role [in this program]."

"This really is a reset button that starts with the very bottom," Byer said regarding FSAH's role in the Philippines' football program in general.

For his part, Gutierrez reiterated that PFF's grassroots program for school-age kids (seven to twelve) and teenagers will continue, through its existing Football for Schools and Center for Excellence programs.

The FSAH Quezon City launch ended with PFF's symbolic turnover of footballs to the Quezon City Government represented by Councilor Vito Sotto Generoso and Assistant City Administrator for General Affairs Rene Grapilon, alongside National Capital Region Football Association president Mico Gutierrez.

