



ANNUAL
REPORT
2019

*Sustainable Marine
Environment and
Resources for the People*

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From the desk of the
PRESIDENT

With respect and gratitude to the late Dr. Edgardo D. Gomez, who established research in the field of marine science in the country.



He was a National Scientist, University Professor Emeritus, University of the Philippines, Visionary Academician, honest and dedicated Public Servant, a great mentor, co-founder and the first Chairman of the Marine Environment and Resources Foundation (MERF) whose passion, as set out in the MERF article of incorporation, was to promote the marine sciences in the country by developing research; training excellent scientific personnel; and to contribute to the conservation and rational development of the country's marine resources.

May we, members and staff of MERF, continue to keep this flame burning in our hearts...

Sincerely,

A handwritten signature in blue ink that reads "Josefa R. Pante".

Ma. Josefa R. Pante, Ph.D.

28th

GENERAL ASSEMBLY

October 14, 2019 at The Marine Science Institute,
University of the Philippines, Velasquez St., Diliman, Quezon City 1101

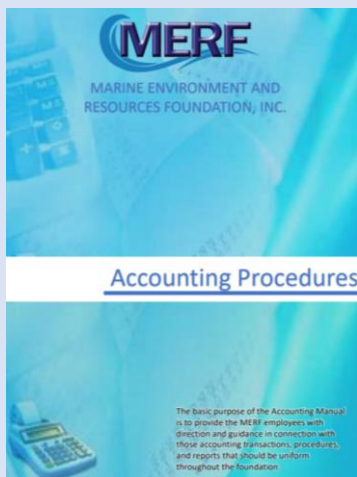


*Sustainable Marine Environment
and Resources for the People*

MILESTONES

MERF's first Annual Report distributed to the members.

The Annual Report 2018 consisted of the President's message; milestones for 2017-2018; list of new members; list of completed; ongoing and new projects for 2018; summary of financial report and administrative costs; updated list of MERF membership; MERF staff and the newly elected Board of Trustees and Officers for 2018-2019.



MERF's first *Manual of Accounting Procedures.*

The Accounting Procedures Manual is an internally-developed handbook serving as a communication and training document to guide the MERF Research Personnel and Administrative Staff on the organization's accounting system and procedures for processing financial transactions. This manual will also help them understand the work flow involved in various administrative processes.

Application to the Philippine Council for NGO Certification (PCNC).

An accreditation from the PCNC ensures the government that the resources channeled through MERF are used for its declared goals and objectives. With the PCNC accreditation, MERF may also enjoy tax incentives under the law, such as tax exemption and donee institution status which allows local donations to be deducted from the donors' taxable income and exempted from donors' tax. The completion of all the necessary requirements enabled the submission of MERF's application to the PCNC during the year.





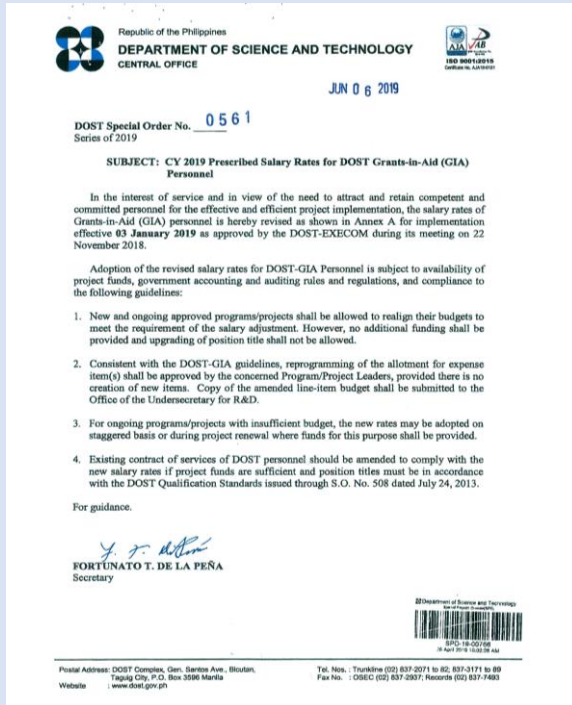
ATM Payroll System and Payslip for Project Employees. Beginning January 2019, all Research Assistants and administrative staff withdraw their salaries from any ATM machine every 15th and 30th of each month. This timely access to their salaries.

Inclusion of the Mandatory Benefits (SSS, PhilHealth and Pag-Ibig Contributions) for all full time Project-based Personnel. A Memo was circulated in November 2018 to all Project Leaders for the inclusion of mandatory benefits as part of the Line Item Budget (LIB) for project personnel. This took effect in January 2019 for all projects.



MERF's EGov enrolment for SSS, PhilHealth and Pag-IBIG Contributions. This serves as a centralized facility for the filing and payment of SSS, Philhealth, and Pag-IBIG monthly contributions and loan payments of MERF Staff and project personnel. It ensures timely payments, reducing the risk of penalties.

MERF IDs for all full time and Project-based personnel. All MERF Board of Trustees and Officers, staff and project-based personnel were issued their identification card for official transactions and verification.



Standardization of salary rates for MERF Research Personnel by adopting the Prescribed Salary Rates for DOST GIA Personnel (DOST Special Order No. 0561 Series of 2019).

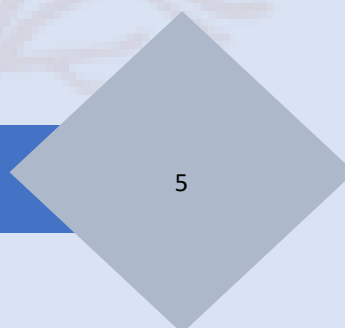
Formulation of MERF Compensatory Factor Score Sheet for the computation of Project Personnel's Salary Grade. This administrative tool was developed to determine the salary grade of MERF research personnel based on work experience, their educational background, skills, nature of work and accountability.

MERF Compensatory Factor Score Sheet

Compensatory Factor	Percentage Weight	Equivalent Score
1 Length of service on related work experience	20%	5
2 Knowledge/Educational Background	20%	5
3 Skills/Trainings/Specialization	20%	5
4 Nature of Work	20%	5
5 Accountability	20%	5
TOTAL SCORE	100%	25

	1 Point Step 1 Entry Level	2 Points Step 2 2 years	3 Points Step 3 5 years	4 Points Step 4 8 years	5 Points Step 5 >=10 years
Needs Training	With Primary Skills/ Training	With Secondary Skills/ Training	With Tertiary Skills/ Training	With Specialization	
Clerical/ Filing	Admin. Support	Skilled/ Specialization	Technical/ Expertise	Management	
Needs supervision	Can work with minimal supervision	Works independently based on the deliverables	Supervising 1 to 5 subordinates	Supervising more than 5 subordinates and higher	

- Salary Level 1 Scores 5-6
- Salary Level 2 Scores 7-10
- Salary Level 3 Scores 11-15
- Salary Level 4 Scores 16-20
- Salary Level 5 Scores 21-25



Categorization of Project-Based Contracts.

Various project-based contracts were classified according to the deliverables of hired personnel and the commensurate monetary compensation e.g. Notice of Appointment for Faculty as Project Leader (honorarium); Project-Based Employee (Full-time) Contract (monthly salaries), Student Researcher Contract (Stipend), Project Consultant's Contract (up to 70% LOE per month), and Job Order for one time/specific deliverable/ output (honorarium).



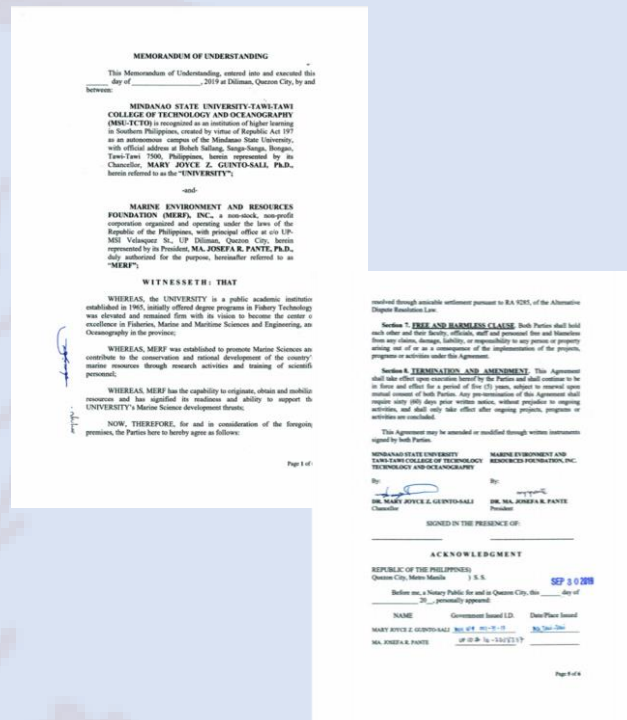
PhilHealth

Your Partner in Health

MERF's PhilHE(aLth)P

MERF now supports UPMSI's Non-Contractual Project- Based Personnel by remitting their monthly PhilHealth contributions.

Memorandum of Understanding (MOU) signed with the Mindanao State University Tawi-Tawi College of Technology and Oceanography (MSUTCTO). The MOU was made possible through the collaborative project between UPMSI Faculty, Dr. M. Roleda, and MSUTCTO Faculty, Dr. Richard Dumilag, funded by the Global Seaweed Project entitled "Diversity of wild and farmed Eucheumatoids in the Philippines at the intra-and-inter specific scale: Population genetics of *Kappaphycus alvarezii* and Molecular Taxonomy of Eucheumatoids". MOU covers sharing of experts (faculty), human resources (for the lab aides based in Tawi-Tawi), facilities (for the use of their laboratory) and utilities. MERF aims to collaborate with more SCUs with marine science offerings in the region.



Preparing Project Proposals through MERF: A Checklist

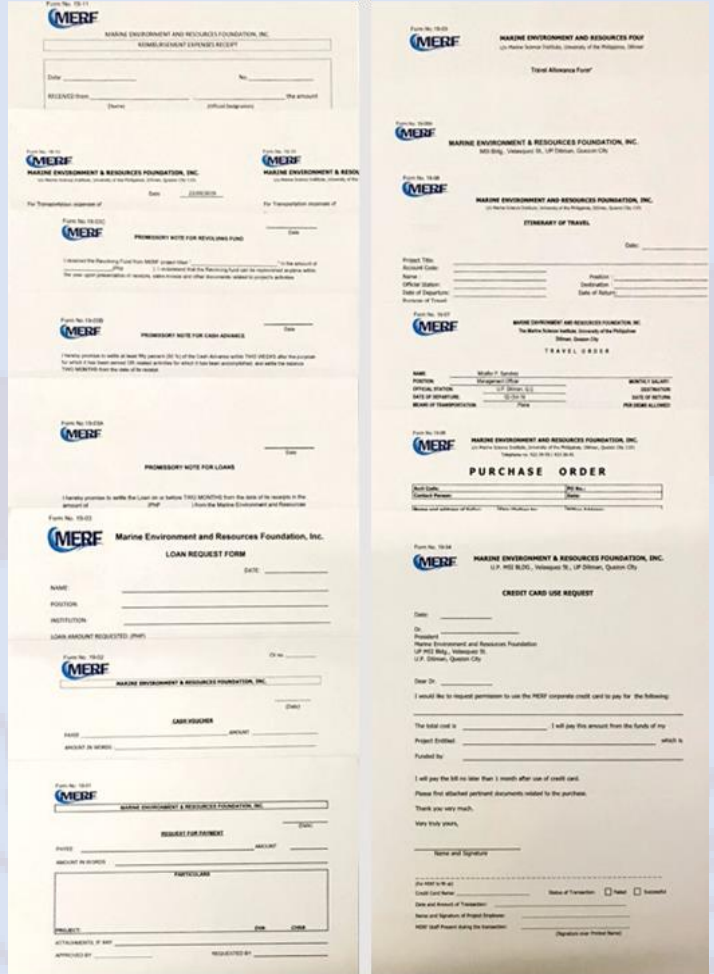
The MERF Application for Project Proposal Checklist must be a maximum of 6 pages including the letter of interest and background/concept proposal (but excluding attachments, references, tables and figures) and include the following components:

Contact Information	
Name of Project Leader	
Title/Designation	
Contact Information	
Affiliation of the Project Proponent to MERF	
Co-Project Leader's Name	
Project Information	
Project Title	
Funding Agency	
Project Duration	
Total Project Cost	
Co-Implementing Partner Organization/Agency	
Summarize the Proposed Project, Research Objectives, Rationale, and Research Design (maximum 500 words)	
List the proposed research objectives/questions and hypothesis(es), if applicable. Justify the proposed research in terms of the scientific literature and relevance. Demonstrate how the proposed research is commensurate with the Mission and Values of the MERF, Inc.	
Number of Laboratory Aides, Research Assistants, Technical Associates, Administrative Staff, others (State required qualification)	
Number of Consultants (Identify expertise needed)	
Size of Room/Laboratory needed	
Enumerate the equipment to be used by the project (specify space, voltage/voltage requirement, maintenance, etc.)	
Agreement with the Funding Agency	
What are the pre-approval requirements from MERF? (e.g. legal and financial instruments)	
Mode of releases of funds and requirements	
What is the Funding Agency's Intellectual Property Rights' (IPR) Policy?	
Project Implementation	
Schedule for Financial Reports	
Schedule for Technical Reports	
Monitoring, Evaluation and Feedback Scheme	
Audit requirements (entrance and exit)	

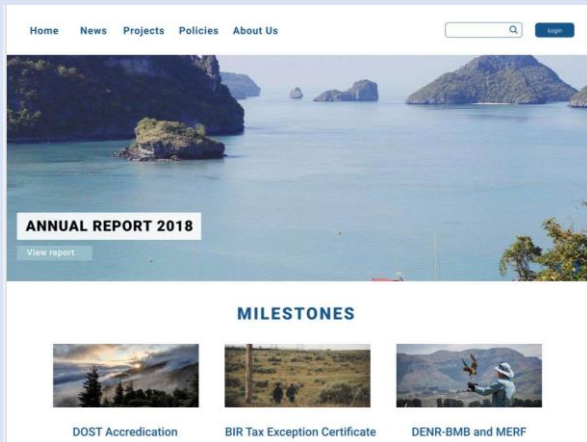
Prepared by: _____ Reviewed by: _____
 Project Leader MERF Officer

Preparing Project Proposals through MERF: A Checklist.

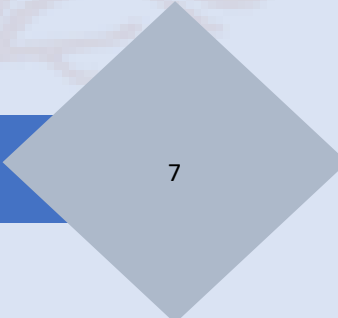
This checklist serves as a guide for the principal investigator on supplementary information needed by project proposals submitted to funding agencies through MERF e.g. pre-approval requirements of the funding agency; mode of fund release; reporting needs, personnel; office space/ laboratory requirements; etc.



Improved MERF forms for all accounting, financial and administrative transactions. Various administrative forms were provided to facilitate processing of transactions. These forms can eventually be downloaded by MERF staff and project-based personnel through the upcoming MERF website.



Initial Website Design. The MERF website design is in progress. The website launch is scheduled for February 2020.



Training and Capacity Building support. MERF conducted, facilitated and co-sponsored several trainings/workshops, conferences and symposium to help increase knowledge in marine science and marine ecosystems, help in the development of skills of various stakeholders; and to promote science communication among Government Agencies (GAs), Non-Government Organizations (NGOs), Local Government Units (LGUs) and the community.



Years of the Maritime Continent 4 (February 26-28, 2019). An international collaboration and coordination, integrating observations and modeling, bridging research and operations, and outreach and capacity building, Years of Maritime Continent strives to advance at an unprecedented pace our understanding and prediction of the MC weather-climate systems for socioeconomic benefit both locally and globally. This workshop was led by Dr. Olivia O. Cabrera of the Institute of Environmental Science and Meteorology (IESM), University of the Philippines, Diliman, Quezon City, who partnered with MERF to coordinate the event at IESM.



Philippine Association of Marine Science 15 (July 4-6, 2019). MERF supported the 15th National Symposium on Marine Science hosted by the Philippine Association of Marine Science with its theme "Fostering Synergy of Science, Community and Governance for Healthy Seas" at the Aklan State University (ASU), Banga Aklan.



2019 Para El Mar (October 22-23, 2019). MERF co-sponsored the 2019 Para El Mar hosted by the Marine Protected Areas Support Network (MSN). Presentations and judging of the finalists per category was conducted on October 22-23 at SEAMEO Innotech, Diliman, Quezon City followed by The Linking of the Champions Awards Night, an awarding of the winners on October 23 at Bahay ng Alumni, UP Diliman, Quezon City.



Short Course on Marine Science and Marine Environmental Resources Underwater Assessment with Open Water Diving (November 4-9, 2019). The Philippine Coast Guard (PCG) is mandated to perform maritime search and rescue, maritime law enforcement, maritime safety, marine environmental protection and maritime security. As the protector and enforcer of the law in Philippine waters, it is important for the PCG to know the principles of marine science, marine ecology and to be familiar with the marine life in identified marine protected areas. This six-day course of UP Marine Science Institute in partnership with MERF aims to help participants acquire knowledge and understanding of the marine environment; to develop the necessary skills and attitude to bring about the desired developmental change to properly govern and sustainably exploit the maritime domain, including territorial waters and exclusive economic zones. It was held at the UP Marine Science Institute and Bauan, Batangas.



Short Course on Advanced Integrated Coastal Management (ICM) Training for the National Convergence Initiative (NCI; November 11-16, 2019). This short course was developed by MERF for the National Convergence Initiative for Sustainable Rural Development (NCI-SRD) to enable personnel of the Department of Agriculture (DA), Department of Agrarian Reform (DAR), Department of Environment and Natural Resources (DENR), Department of the Interior and Local Government (DILG) and other participating Local Government Units (LGUs) to increase their knowledge and understanding of the water resources, particularly within the convergence areas (river mouth and coastal area) and the different tools used; develop process flow in Participatory Enhanced Convergence Area Development Management Plan for the Convergence Area Development Plan (CADP) of Suawan Kulafu, Davao City, the advocacy agenda for environmental sustainability, and the initial steps. It aims to harmonize the government's efforts of the different key players' roles and responsibilities to protect, conserve and sustain the ecosystems within the convergence areas. Supervised by Dr. Fernando P. Siringan, faculty of UPMSI, the short course was held in Davao City with Ms. Mirafior P. Sanchez and five (5) students/researchers of the institute as facilitators and trainers.



11th East HAB Symposium and 4th Philippine HAB Conference (December 11-15, 2019). This back-to-back event on Harmful Algal Bloom (HAB) or Red Tide led by Dr. Rhodora V. Azanza, Dr. Aletta T. Yniguez, Dr. Lilibeth S. Reyes and Dr. Deo Florence L. Onda of the UP Marine Science Institute and MERF, was held in Puerto Prinsesa, Palawan

WELCOME

New Members

IRENE “Irene” B. RODRIGUEZ

Associate Professor, UPMSI

Dr. rer. nat. Chemistry

Karl-Franzens University Graz

Graz, Austria



Research Interests

- Marine biogeochemistry
- Metallomics
- Environmental biotechnology
- Environmental analytical chemistry

JANNELI LEA “Lea” A. SORIA

Visiting Scientist, UPMSI

Ph.D. Geology

Nanyang Technological University

Singapore



Research Interests

- Coastal geomorphology
- Coastal sedimentology
- Reconstruction of historical and paleo-coastal events
- Ground Penetration Radar (GPR) profiling

A Retirement Wish for Dr. Gisela P. Concepcion

MERF, Inc. would like to congratulate Dr. Gisela P. Concepcion on her retirement from the University of the Philippines as Professor. We enjoyed working with Dr. Concepcion during her time here, and we consider her as a valuable asset to the organization.

She will be missed by all of us at the institute and at MERF. Her hard work and diligence have greatly benefited MERF, and we hope that the remaining members here will strive to follow her stellar example.

She contributed immensely to the overall project management and operations of the Marine Natural Products Lab, providing guidance to her Research Associates. She is confident that the research team is self-directed and has been developed sufficiently to continue their research with minimum supervision, aligned with the research directions that have been set.

It has always been our pleasure to work with Dr. Concepcion. We hope she continues to experience the success and happiness she experienced during her time in UPMSI. Retirement in the university will surely offer her many new opportunities, which we know she will embrace wholeheartedly, just as she did at UPMSI.

Since there is no retirement in MERF, the foundation remains here to support her future endeavors on the marine environment and its resources. We wish her all the best.





2019: Completed MERF Projects

Project Title	Funding Agency	Project Leader	Project Duration
CCRES Capturing Coral Reef and Related Ecosystem Services Design and support the uptake of innovative models for valuing mangrove, sea grass and coral reef ecosystem services with the potential to enhance the sustainability of marine-based enterprise and marine spatial planning in select coastal communities in Indonesia and the Philippines	University of Queensland	Cesar L. Villanoy, Ph.D.	July 1, 2013 to March 31, 2019



Ongoing MERF Projects

Project Title	Funding Agency	Project Leader	Project Duration
ICBG Diverse drug lead compounds from bacterial symbionts in tropical marine mollusks	Oregon Health & Science University of Utah	Gisela P. Concepcion, Ph.D.	July 1, 2014 to December 31, 2019 (continuing)
CONUS/TURRIDS Collect and process Conus/Turrid snails from the areas surrounding the Philippines	University of Utah	Gisela P. Concepcion, Ph.D.	July 1, 2014 to December 31, 2019 continuing



Ongoing MERF Projects

Project Title	Funding Agency	Project Leader	Project Duration
ACIAR-Coral Restoration Restoring damaged coral reefs using mass coral larval reseeding	Australian Centre for International Agricultural Research) (ACIAR)	Patrick C. Cabaitan, Ph.D.	July 1, 2015 to June 30, 2020
SARGASSUM Assessment of the Production Capacities and Development of Managed Harvest Technologies for the Conservation of Natural Stocks of Sargassum	DA-BFAR	Gavino C. Trono, Ph.D.	April 2017 to March 2020
ACIAR-FISH Baseline monitoring and evaluation of long-term impacts on fish stocks from coral restoration	ACIAR	Patrick C. Cabaitan, Ph.D.	June 22, 2018 to June 30, 2021
ACIAR-SANDFISH Increasing technical skills support community based sea cucumber production in Vietnam and Philippines	ACIAR	Marie Antonette J. Meñez, Ph.D.	October 01, 2018 to July 01, 2023
NICOP-NWLCC Observation of the Northwest Luzon Coastal Current	ONR	Cesar Villanoy, Ph.D. Olivia Cabrera, Ph.D.	October 01, 2018 to May 24, 2019 (continuing)
FISH RIGHT Program	University of Rhode Island (URI)	Porfirio M. Aliño, Ph.D.	October 01, 2018 to September 30, 2020
USAID PEER PEOPLES Baselining Persistent and Emerging Organic Pollutant Levels in Environmental and Engineered Systems	USAID	Caroline B. Jaraula, Ph.D.	November 01, 2018 to October 31, 2019



Ongoing MERF Projects

Project Title	Funding Agency	Project Leader	Project Duration
NFWF-NOAA Implementing a Networked Approach to Protected Area and Ecosystem Management in the Philippines” for National Fish and Wildlife Foundation	NOAA	Porfirio M. Aliño, Ph.D.	March 01, 2019 to February 28, 2020



New MERF Projects

Project Title	Funding Agency	Project Leader	Project Duration
RARE-PHILS4 Biophysical monitoring of 14 RARE Marine Protected Areas and Managed Access Areas	RARE-Phils	Porfirio M. Aliño, Ph.D.	March 01, 2019 to February 28, 2020
GS KAPPA Diversity of wild and farmed Eucheumatoids in the Philippines at the intra- and-inter specific scale: Population genetics of <i>Kappaphycus alvarezii</i> and Molecular Taxonomy of Eucheumatoids	Global Seaweed Star	Michael Y. Roleda, Ph.D.	September 1, 2019 to August 31, 2020

Board of Trustees 2019

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President: Ma. Josefa R. Pante
VP Treasurer: Olivia C. Cabrera
Secretary: Mary Bernadette B. de Venecia
Members: Deo Florence L. Onda
Antonio Samuel S. Mamauag
Charina Lyn Amedo-Repollo



Board of Trustees 2019 (Left to right, top to bottom)
Antonio Samuel S. Mamauag, Deo Florence L., Maria Lourdes S.D. McGlone,
Olivia C. Cabrera, Ma. Josefa R. Pante, and Mary Bernadette B. De Venecia

Board of Trustees 2020

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President: Maria Vanessa Baria-Rodriguez
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Charissa M. Ferrera



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Maria Vanessa B. Rodriguez, Charina M. Ferrera, and Mary Bernadette B. De Venecia

MERF Staff

Management Officer: Mirafior Pandela-Sanchez
Finance Officer: Ronabelle D. Ruaro
Accounting Officer: Pemmie B. Tayona
Admin. Assistant: Jacquelyn P. Ignacio
Driver: Bonnen Arcangeles



Board of Trustees 2019-2020 and MERF Staff (Left to right, top to bottom) Ronabelle D. Ruaro, Jacquelyn P. Ignacio,
Antonio Samuel S. Mamauag, Wilfred John E. Santiañez, Cesar L. Villanoy, Mirafior Pandela-Sanchez, Olivia C.
Cabrera, Maria Vanessa B. Rodriguez, Charina M. Ferrera, Mary Bernadette B. De Venecia and Pemmie B. Tayona

Members

Name	Affiliation
1. Amedo-Repollo, Charina Lyn	Marine Science Institute (MSI) Project
2. Aliño, Lualhati L.	Asian Development Bank
3. Aliño, Porfirio M.	MSI-UP Diliman (MSI-UPD)
4. Arceo, Hazel O.	UP Cebu
5. Azanza, Rhodora V.	MSI-UPD
6. Cabaitan, Patrick C.	MSI-UPD
7. Cabrera, Olivia C.	Institute of Environmental Science and Meteorology (IESM) – UPD
8. Concepcion, Gisela P.	MSI-UPD
9. Conaco, Cecilia G.	MSI-UPD
10. Cruz, Lourdes J.	MSI-UPD
11. David, Laura T.	MSI-UPD
12. De Venecia, Mary Bernadette	MSI Project
13. Ferrera, Charissa M.	MSI Project
14. Fortes, Edna G.	Retired from MSI-UPD
15. Fortes, Miguel D.	Retired from MSI-UPD
16. Gotanco, Rachelle June R.	MSI-UPD
17. Horigue, Vera Christine F.	MSI Project
18. Jacinto, Gil S.	MSI-UPD
19. Jaraula, Caroline B.	MSI-UPD
20. Lagman, Maria Carmen A.	De La Salle University (DLSU)
21. Licuanan, Wilfredo Y.	DLSU
22. Lluisma, Arturo O.	MSI-UPD
23. Magdaong, Evangeline T.	MSI Project
24. Mamauag, Antonio Samuel S.	MERF Project
25. McGlone, Maria Lourdes S.D.	MSI-UPD
26. Meñez, Marie Antonette J.	MSI-UPD
27. Montaño, Marco Nemensio E.	Retired from MSI-UPD
28. Montebon, Augustus Rex F.	Conservation International – Phil.
29. Nacorda, Hildie Marie E.	School of Environmental Science and Management-UP Los Baños (SESAM-UPLB)
30. Onda, Deo Florence L.	MSI-UPD
31. Pante, Ma. Josefa R.	MSI-UPD
32. Reyes, Lilibeth S.	MSI-UPD
33. Rodriguez, Maria Vanessa B.	MSI-UPD
34. Rodriguez, Irene B.	MSI-UPD
35. Roleda, Michael Y.	MSI-UPD
36. Salmo III, Severino G.	Ateneo de Manila University
37. Santiañez, Wilfred John E.	MSI-UPD
38. Siringan, Fernando P.	MSI-UPD
39. Soria, Janneli Lea A.	MSI-UPD
40. Soriano, Maricor N.	National Institute of Physics (NIP)-UPD
41. Trono, Gavino G. Jr.	MSI-UPD
42. Uychiaoco, Andre Jon B.,	University of Rhode Island Project – Phil.
43. Villanoy, Cesar L.	MSI-UPD
44. Yap, Maria Helena T.	MSI-UPD
45. Yñiguez, Aletta T.	MSI-UPD


The background features a light blue gradient with faint, stylized illustrations of a coral reef and several fish. The coral is a branching, tree-like structure in the lower right. Fish are scattered throughout: a large one in the top right, a smaller one in the middle left, and another in the bottom left.

Photo credits: Marine Protected Areas Support Network FB Page, Philippine Association on Marine Science FB Page, Binukbok Resort, Dr. Gil S. Jacinto, Miraflor P. Sanchez and Dr. Ma. Josefa R. Pante



**MARINE ENVIRONMENT
AND RESOURCES FOUNDATION, INC.**

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