

**Defining Organizational Relationship between the Igorot
Global Organization (IGO) and its Regional Chapters**

Submitted to:

**Rosalynnda Callagan
Chief Executive Officer
Igorot Global Organization**

Submitted by

**Ad Hoc Committee to define relationship between
IGO and its Regional Chapters**

Table of Contents

EXECUTIVE SUMMARY	1
1. INTRODUCTION	5
2. ASSUMPTIONS.	6
3. BRAINSTORMING AND DISCUSSION	7
A. USING THE CBL AS OUR GUIDING PRINCIPLE	7
B. SETTING TIMELINES AGAINST SPECIFIC ACTIONS	7
C. THE NEED FOR A MOTHER ORGANIZATION AND CHAPTERS	7
D. THE EXTENT OF INDEPENDENCE OF IGO CHAPTERS FROM THE MOTHER IGO.....	8
E. INTER-CHAPTER RELATIONSHIP.....	8
F. RELATIONSHIP BETWEEN BIBAK CHAPTERS AND IGO CHAPTERS.....	8
G. IGO CHAPTER IN THE USA	9
H. IGO AS ADVISORY BOARD TO CHAPTERS AND A UNIFYING BODY	9
I. THE UNIQUENESS OF EACH CHAPTER	9
J. REPRESENTATION OF REGIONAL CHAPTER THE IGO COUNCIL OF ELDERS	9
K. IGO PHILIPPINES AND IGO AUSTRALIA	10
L. IGO AS A NOT-FOR-PROFIT AND TAX EXEMPT ORGANIZATION	10
M. SIMILARITY TO UNITED NATION STRUCTURE	10
N. THE TERM “IGO INTERNATIONAL”	11
O. REGIONAL CHAPTERS BY LAWS	11
P. FINANCES.....	11
Q. IGO PROJECTS/IGO REGIONAL CHAPTER PROJECTS	11
R. NEEDING MORE TIME TO COME UP WITH RECOMMENDATIONS	12
S. NEED TO GET INPUT FROM REGIONAL CHAPTERS FOR OUR REPORT	12
T. IGO MEMBERS IN EUROPE.....	12
U. AN OPERATIONAL PARADIGM FOR IGO AND ITS REGIONAL CHAPTERS.....	13
V. VMGO - VISION, MISSION, GOALS AND OBJECTIVES.	14
W. HISTORICAL PERSPECTIVE BY PHILIAN WEYGAN OF IGO PHILIPPINES	14
X. DOES THE MOTHER IGO HAVE TO BE PART OF MOAs BEING DEVELOPED BY AN IGO CHAPTER?	14
Y. DEALING WITH AN IGO CHAPTER THAT IS NOT IN SYNC WITH THE IGO MISSION AND VISIONS STATEMENTS	14
Z. COMMUNICATION AND TRANSPARENCY BETWEEN IGO AND ITS CHAPTERS	14
AA. FCCQ, INC (FILIPINO COMMUNITY COUNCIL INC OF QUEENSLAND) IN A NUTSHELL, BY MEL CHIN	15
BB. MEMBERSHIP AND MEMBERSHIP FEE FOR REGIONAL CHAPTERS.....	15
CC. NAMING OF REGIONAL CHAPTERS	15
DD. IGO CHAPTER APPLICATION.....	15
4. RECOMMENDATIONS	16

Attachments

- 1. Electronic mail from CEO of IGO, Rosalynda Callagan regarding the formation of the Ad Hoc Committee**
- 2. Brainstorming/Discussion Sessions**
- 3. Relationship Framework**

4. IGO Statement of Principles and Objectives

5. IGO Mission/Vision Statements

6. Amendatory Suggestions to the existing Constitution and By-laws of the IGO

Executive Summary

An ad hoc re-structuring committee (the Committee) was formed by the Igorot Global Organization (IGO) to review and further define the organizational relationship between IGO and its regional chapters and provide recommendations to the IGO.

IGO is a non-profit organization incorporated in the State of Delaware. The organization has multiple objectives which are spelled out in its mission and vision statements and its Constitution and by-laws (CBL).

To ensure the inclusion of ideas and suggestions from a broad spectrum of IGO members, the membership of the ad hoc committee came from various countries. The members are:

Edwin Abeya. Chair. USA
John Dyte. Recording Secretary
Raleigh Agdaca. Australia
Melchora Chin. Australia
Claus Nabert. Canada
Elmo Carino. Canada
Ceasar Castro. Canada
Yvonne Belen. Europe
Caridad Fiar-od. Philippines
Philian Weygan. Philippines
Lynn Macalingay. USA
Fina Pengosro. USA
Gloria Simon. USA

The approach the committee used was to establish the parameters of the discussion, discuss and brainstorm ideas, develop a timeline with milestones and to come up with recommendations for the IGO to consider in its relationship with regional chapters.

Establishing the parameters of the discussion turned out to be more complicated than expected. There were concerns that using the amended CBL as the basis for discussion and brainstorming may prove fruitless since, to date, it has not been ratified by the IGO body. (What happens to our work if it does not get ratified? Or what if it gets amended and ratified?) Another concern is that restricting our discussion by simply articulating and/or drilling down the current statements in

the CBL regarding IGO-regional chapter relationship may be myopic and may exclude worthy ideas and suggestions that should be considered by the IGO.

A concern was also voiced out whether the IGO that asked us to do the study should in fact be a regional chapter of USA and that there should be an International IGO registered elsewhere.

The original timeline was to finish the report by December 15, 2006. Due to circumstances related to work and family by the Chair, extension of due date to February 28, 2007 was requested.

Recommendations:

In spite of some confusion as to what our mandate was, the ad hoc committee was able to come up with the following recommendations:

1. IGO Chapters should:

- a. Use the IGO's vision/mission statements as their guiding principles as they craft their own organizational purpose.
- b. Be autonomous in dealing with their internal organizational structure and affairs
- c. Register as a legal entity in their country
- d. Pay an annual fee to IGO
- e. Open their own bank accounts and be responsible for the management of their own funds
- f. Take the initiative to work together with other chapters in the planning and/or implementing of IGO projects
- g. Be represented in the Council of Elders of the IGO. Each chapter will have at least two seats in the Council of Elders as stipulated in the IGO's CBL.
- h. Work together with other Cordillera groups, BIBAK organizations, Baguio Fil-American in pursuing worthwhile projects for the well being of their fellow Cordillerans/Igorots

in the Philippines and elsewhere

i. Be able to pursue their own projects and programs as long they are in sync with IGO's vision and mission statements. Chapters should inform IGO about such projects so that they can be posted in the IGO's website. In addition, should the chapter have a project in a country where there is an IGO chapter, the project manager should inform the president of the chapter and ask for assistance if needed.

j. Have the term 'IGO' in their legal name, i.e., IGO Canada, IGO Philippines, etc.

2. IGO should:

a. Demand that chapters must use the IGO's vision/mission statements as their guiding principles in drafting their by laws. A chapter found to be deviating from IGO's vision/mission statements should be removed as chapters and be asked to remove the term "IGO" in their name.

b. Provide chapters the widest possible latitude in the management and administration of its internal affairs.

c. Act as an advisory board to its chapters and be a unifying body for all its chapters

d. Be cognizant of the fact that each chapter is unique as it has to follow the rules of the country it is registered in.

e. Ensure that all chapters have at least two representatives in the IGO's Council of Elders

f. Take the lead for programs/projects initiated by the IGO. If such a project or program is to be implemented within the jurisdiction of an IGO chapter or chapters, the IGO should still take the lead, unless it decides, through the COE, to fully authorize in writing a turn over to a chapter or chapters.

g. Provide support and encouragement to projects/programs being undertaken by its chapters.

h. Develop an application form for organizations who want to become an IGO Chapter. IGO should form a selection committee to review the application, perform due diligence and forward their recommendations to the IGO Council of Elders for further action.

3. IGO and its Chapters should:

a. Be cognizant of the fact that each entity must follow the taxation laws of their country. As such donations of funds or in kind to IGO and its chapters must be received and posted in the accordance with the laws of their respective country.

4. Other Recommendations

a. The Committee recommends that this report be reviewed by the IGO chapters to obtain their views and input. Their views and input should be forwarded to IGO for their review and action.

<End of Executive Summary Report>

1. Introduction

The Igorot Global Organization (IGO) was conceived during the first Igorot International Consultation (IIC-1) in West Covina, California in September, 1995. Its mission is to “preserve for future generations the diverse heritage of the Igorot people and proactively promote their upliftment, advancement and interests and those of related people”.

The IGO was formally endorsed during the 2nd IIC in Arlington, Virginia in July 1997 and formally organized at the 3rd IIC in Baguio City, Philippines in April, 2000. A draft Constitution and by laws (CBL) was presented at that time. While the draft CBL was endorsed by the body in concept, it was felt that more work had to be done before it can be ratified. At the IIC-4 in London in July 2002, a revised CBL was presented and was ratified by the body.

After the IIC-5 in St. Louis, Missouri in 2004, a committee was formed to further amend the CBL to address areas that needed clarification and changes. The plan was to have the amended CBL be ratified at the IIC-6 in Melbourne, Australia. The amended CBL was not presented in Melbourne. As such, we have an amended CBL that has not been ratified by the IGO body at this time.

The Committee was created in September, 2006 to assist the officers of the IGO in delineating its relationship with regional chapters. The Chief Executive Officer of IGO sent letters via electronic mail to all the members of the Committee stating - “While the amended CBL (not yet ratified) provides guiding principles on the relationship between IGO-International and chapters, the ad hoc committee will attempt to define, clarify, delineate the relationship of same. The result of the work of this committee will be a list of recommendations for the COE to consider and to implement”.

While Section 3, Article I of the articles of incorporation of the IGO provides guidance in the formation of chapters, it was felt by the IGO officers that a committee should be formed to provide recommendations to further define and refine the relationship between IGO and its regional chapters.

2. Assumptions.

The Committee assumed that its discussions and recommendations are based on the amended CBL. Section 3 of Article I of the articles of Incorporation of the IGO states:

Section 3: IGO shall allow and recognize the formation of chapters. A chapter to be organized shall be governed by the following provisions:

a. A chapter shall be limited to only one for each participating country or political jurisdiction;

b. As an initial and continuing requisite for acceptance and recognition by IGO, a chapter shall abide by and manifest adherence to the principles and objectives set forth herein;

c. Chapters shall maintain autonomy within their own spheres of jurisdiction in terms of organizational setup, administration, grievance procedures, new ventures and such analogous endeavors, except for membership requisites and on matters which the Council of Elders (COE) shall deem to be within the ambit of IGO wherein these provisions shall primarily govern.

d. Chapters shall cooperate with each other and with IGO in the implementation and monitoring of IGO projects and towards the full attainment of the visions and objectives stated herein.

The Committee also assumes that it should also be able to provide recommendations to amend the CBL where it felt it was needed so as to *further clarify relationships between IGO and its regional chapters.*

3. Brainstorming and Discussion

Brainstorming was started by the Chair asking members to use the amended CBL as a starting point. After a lengthy brainstorming session, the Secretary attempted to capture ideas and suggestions and put them on an Excel framework to identify main points. The brainstorming document and the Relationship framework addressed the following areas:

a. Using the CBL as our guiding principle

The appointing letter from the IGO CEO pointed out that the amended CBL (not yet ratified) be used as the Committee's guide in developing recommendations related to the relationship of IGO and its IGO Chapters. The letter asks the Committee to define, clarify and delineate IGO/IGO Chapter relationship. Some members suggested that the Committee should include the totality of IGO re-structuring and its relationship with its Chapters.

The Chair believes that the scope of our appointing letter is to define, clarify and delineate IGO/IGO Chapter relationships using existing CBL, statement of principles, and vision/mission statements as our guide. Accordingly, the Committee has attempted to drill down the broad guidelines and come up with implementing recommendations.

b. Setting Timelines against specific actions

While the Chair developed a timeline with milestones, it was not followed. The Chair had asked repeatedly for extensions and all his requests for extension were granted. The Chair would like to thank the Committee and the CEO of IGO for their understanding and cooperation.

c. The Need for a Mother Organization and Chapters

The Committee understands that IGO was an idea conceived in 1995 and became a duly incorporated non-profit organization in 2006. Review of their Statement of Principles, CBL, and vision/mission statements will necessitate a need for IGO chapters if it were to fulfill their global aspirations.

d. The Extent of Independence of IGO Chapters from the Mother IGO

The CBL states that “Chapters shall maintain autonomy within their own spheres of jurisdiction in terms of organizational setup, administration, grievance procedures, new ventures and such analogous endeavors, except for membership requisites and on matters which the Council of Elders (COE) shall deem to be within the ambit of IGO wherein these provisions shall primarily govern”.

The Committee understands that such statements found in a typical CBL are meant to be broad to provide the chapters independence in managing their own affairs from the mother IGO.

Chapters shall:

- Set up their own legal entity such as a non-profit organization in their own country and follow the rules and regulations of that country.
- Elect their own set of officers
- Develop and execute their own projects and plans
- Collect membership fees from their own chapter members if needed

The Committee believes that chapters should use IGO’s CBL and mission/vision statements as guides in the creation of their own By laws.

e. Inter-chapter relationship.

The Committee believes that there should be cooperation amongst chapters in implementing their projects. As an example, most projects that chapters undertake are projects that benefit the Igorot communities in the Philippines. As such, chapters with projects in the Philippines should inform IGO Philippine Chapter and ask for assistance or information, if needed. As a courtesy, whether or not such assistance is needed, IGO Philippines should be informed.

f. Relationship between BIBAK Chapters and IGO Chapters

There are no legal relationships between BIBAK organizations and IGO Chapters. There are various BIBAK organizations in the United States as well as in other countries. Some are incorporated as legal entities; some are not. Generally, members of BIBAK organizations are

originally from the BIBAK provinces. As we all know, some of them do not consider themselves as Igorots. On the other hand, per current CBL, there will only be one IGO chapter per country/jurisdiction. Where there is a BIBAK chapter and an IGO Chapter in the same location/country/jurisdiction, it is encouraged that they cooperate and work together especially in projects geared toward the betterment of their fellow Igorots.

g. IGO Chapter in the USA

Some members of the Committee feel that the United States should also have an IGO Chapter. They recommend that we should look into the creation of a real mother organization. The Chair and some members feel that to create another IGO as the mother organization and keep the current IGO as an IGO-USA chapter is not practical and not in our best interest.

h. IGO as advisory board to chapters and a Unifying Body

Some members feel that the IGO should be advisory only to chapters and act as a unifying body for all the chapters. IGO should not be lording over things to its chapters. The Committee recommends that IGO should indeed advise its chapters and be a uniter, not a divider. By the same token, chapters, since they are carrying the name IGO, should also act and re-act accordingly.

i. The Uniqueness of Each Chapter

Indeed, each chapter is very unique in that it has to follow the rules of the country it is registered in. Each chapter will have to adapt to the culture and norms of their country.

j. Representation of Regional Chapter the IGO Council of Elders

Section 2, Article IV of the CBL reads “Duly constituted and recognized IGO chapters shall be entitled to at least two (2) representatives each to the COE”.

The Committee recommends that every chapter, big or small, should have two representatives in the COE.

k. IGO Philippines and IGO Australia

The Committee noted that to date, there are only two chapters – IGO Philippines and IGO Australia. These are two separate legal entities with their own set of rules and officers. While the Committee did not review their organizational make up and processes, it is felt that based on their active participation in IGO-related and non-IGO projects, they are abiding by the statement of principles of the IGO.

l. IGO as a Not-For-Profit and Tax Exempt Organization

The Committee understands that the IGO is incorporated in the United States as a non-profit organization and that it is pursuing to obtain tax-exempt status from the Internal Revenue Service (IRS). IGO's reason to pursue the tax exempt status is to provide tax deductibility for American tax-payer donors to projects being funded by IGO (not chapters). It is noted that chapters will have to be legally incorporated in their own country. Since tax laws are different in every country, it is important that chapters abide by their rules when it comes to tax deductibility of the member's contribution.

The Committee understands that tax deductibility should not be a reason to contribute to an IGO project. Rather, it is the willingness of a donor to contribute to a project whether it is tax-deductible or not.

m. Similarity to United Nation Structure

The Committee discussed that the IGO and its relationship to its chapters should be similar to the United Nation (UN) structure. While a study of the UN organizational structure was not undertaken, the understanding is that the UN is composed of independent countries attempting to work together for common causes.

n. The Term “IGO International”

The term “IGO international” is often times used to describe the IGO that was incorporated in the United States and to differentiate it from its chapters located outside the USA. Sometimes the term “Mother IGO” or IGO-USA are also used to describe IGO. It should be noted that the legal name of the organization incorporated in the USA is Igorot Global Organization (IGO).

o. Regional Chapters By laws

The Committee recommends that chapters should have its own by laws. Currently, the CBL of the IGO allows the chapters to have its own by laws.

p. Finances

The Committee recommends that chapters should have their own accounts and should not be tied in to IGO’s financial accounts. Chapters should follow the rules and regulations of their country related to financial accountability and reporting.

q. IGO Projects/IGO Regional Chapter Projects

For programs originating from IGO, but needs to be implemented within the jurisdiction of a chapter or chapters, IGO should take the lead - unless it decides, through the COE, to fully authorize in writing such chapter or chapters the sole responsibility of going about such business.

For programs arising within the jurisdiction of a chapter, and outside of any IGO intervention, the chapter may have the following options:

- Take the lead role itself, after informing the IGO COE. It is recommended that IGO provides support and post such projects in its IGO website.
- Submit the project plan to IGO for the latter to implement. IGO should ask for
- Opt for a joint implementation with the IGO. Roles will have to be defined.

r. Needing More Time to Come up with Recommendations

It is felt that to really come up with good solid recommendations regarding the relationships between IGO and its regional chapters, more time should be given to the Committee. The Chair recognizes the need for more time. He himself has asked for several extensions.

s. Need to get input from Regional Chapters for our report

The committee membership is composed of individuals from various countries and also from individuals who are members of the two IGO chapters in the Philippines and in Australia. The Committee's report to IGO should be shared with the leaders of the current chapters for their review and input.

t. IGO members in Europe

IGO membership in Europe presents a challenge. Currently, there are many Igorot/Cordillera organizations in various countries in Europe. There is IGO-Austria, Cordillera Community in Belgium (Cordi-Bel), BIBAK Switzerland, Igorot-UK, and BIBAK-Ireland. Some Igorots/Cordillerans who live in other European countries such as Holland and Germany do not belong to an Igorot/Cordilleran organization.

The CBL allows the creation of a chapter from each participating country or jurisdiction. The term 'jurisdiction' was meant to address scattered islands under a specific jurisdiction. How will these various countries organize to come up with one IGO-Europe?

On pursuing IGO goals, the goals of some of the organizations in Europe coincide with those of the IGO. This is mainly along the preservation of the Igorot culture.

Some of the country Igorot/Cordillera organizations' objectives coincide with those of the IGO. This is mainly along preservation of the Igorot culture.

Presently, there is a loose network of Igorot/Cordillera organizations in Europe. It is called "Igorot Cordillera (BIMAANK) Europe" or ICBE. There is no organizational structure of the ICBE. They meet every two years.

During the second and third consultations, they included in the program some IGO activities, especially promotion of the IIC. In the future, they will include more updated from IGO activities such as the scholarship program, the solar energy, etc.

u. An Operational Paradigm for IGO and its Regional Chapters

Relationship between the IGO and its chapters and between chapters should be based on operational paradigm based on partnership, coordination, tie-up, linkage, and networking.

The IGO that was incorporated in the state of Delaware should be retained as the founding IGO with its CBL and established VMGO. All the different IGO Chapters that were organized or will be organized shall adopt the same VMGO as that of the founding IGO and they operate in accordance to the laws of the country where they are based.

Where the IGO-Chapters will DEPART from the founding IGO is in the implementation scheme through identified projects and cross-cutting activities to implement the program of IGO towards the attainment of the Vision/Mission.

In the implementation of programs/projects identified with the VM, each IGO-Chapter be it in cluster or not will relate directly with another IGO-Chapter through partnership, tie-up, network, coordination, advisory or technical service but have to copy furnish IGO for it to evaluate, analyze, and make recommendations.

In the case of IGO-Philippines, being the recipient or co-implementer of most programs, projects or activities (PAPs), in partnership with other IGO Chapters, it will only have a certain degree of autonomy. IGO-Phil may not necessarily submit its autonomy to IGO but monitoring and evaluation of PAPs be made by IGO where all IGO-Chapters are represented.

While IGO-Phil. relate with other chapters independently in terms of implementation of projects, there shall be close monitoring by IGO as means to keep track of the priority projects for other chapters to consider and to avoid criss-crossing activities.

v. *VMGO - Vision, Mission, Goals and Objectives.*

Vision, mission, goals and objectives of the IGO were discussed. The Committee feels that the VMGO, goals and objectives and the Statement of Principles of IGO be used as ‘standards’ for those wishing to start an IGO chapter.

w. *Historical Perspective by Philian Weygan of IGO Philippines*

The history of the early beginnings of IGO Philippines was presented by one of the members who is an officer of IGO Philippines. See Attachment (2) – Brainstorming.

x. *Does the Mother IGO have to be part of MOAs being developed by an IGO Chapter?*

The committee recommends that IGO chapters should be free to develop their own agreements, contracts, and other legal instruments in the pursuit of their own projects and plans. Every project will have its own idiosyncrasies and challenges.

y. *Dealing with an IGO Chapter that is not in sync with the IGO mission and visions statements*

There should be a screening and approval process for organizations to become IGO chapters. One of the requirements is that their vision/mission statements should be in line with IGO. In the event that an IGO chapter amends its vision/mission statements and deviate from the IGO’s, then the COE of IGO and the officers of the chapter should work together to reconcile differences.

z. *Communication and Transparency between IGO and its chapters*

The Committee understands that communication and transparency are two important elements in the relationship between IGO and its chapters. There must be open communication between IGO and its chapters and amongst chapters.

All members of IGO and IGO chapters should become members of the IGO net email group. This electronic email group is used to share information, update members related to projects, and announce upcoming events and meetings.

IGO has also a website that posts projects and other information materials from its chapters.

aa. FCCQ, Inc (Filipino Community Council Inc of Queensland) in a nutshell, by Mel Chin

A historical perspective of the Filipino communities in Queensland and how they were organized was shared. The Committee believes that IGO and its chapters can learn from the structure of the FCCQ, Inc. Please see Attachment (2) – Brainstorming.

To iterate, the following items defines the FCCQ relationship with its member organizations

1. Each organisation pays a yearly membership fee to FCCQ which is \$25.00
2. Each organisation is represented to the council by two representatives.
3. Members of the Executive committee are elected from these representatives through secret ballots. Representatives are allowed one vote to each members of the Executive Committee.
4. Member organisations are autonomous in the Umbrella group.

bb. Membership and Membership Fee for Regional Chapters

IGO chapters should pay IGO an annual membership fee. IGO should send out renewal notification to participating IGO chapters.

cc. Naming of Regional Chapters

The Committee discussed the need for IGO chapters to have a name that carries the acronym IGO, i.e., IGO-Philippines and IGO-Australia.

dd. IGO Chapter Application

The need to have an application form for organizations to apply as IGO chapter was discussed.

4. Recommendations

From the brainstorming session to the follow on unstructured discussions, the Committee was able to identify specific recommendations. They are:

a. For IGO Chapters

1. **Chapters must use the IGO's vision/mission statements and use the statement of principles of the IGO's CBL as their guide as they organize and incorporate.**

Chapters must show a link to the mother organization.

2. **Chapters must be autonomous in dealing with their internal organizational structure and affairs.** The Committee sees this as a challenge for both IGO and its chapters. On one hand, IGO must show that it is in command and in control of IGO related issues or items and to show a united Igorot front. On the other hand, chapters, because they are registered or incorporated in their respective countries will need to follow the rules and regulations of their country and such rules may be in conflict with the IGO's statement of principles. But giving up controls does not necessarily mean outright independence of chapters from IGO's hold. Somewhere, there must be a balance. The Committee feels that chapters should have free hand in their own internal affairs. They should have control over their organizational structure, management of their assets, and selection of their projects and programs. As long as the chapters live by the Statement of Principles and Objectives of the IGO, disagreements about jurisdiction over an activity should be nil.

3. **Chapters must register as a legal entity in their country.** Each country has their own laws related to the registration and/or incorporation of an organization. The Committee feels that a chapter must be registered or incorporated as an organization in their country. As such, the chapter becomes a legal entity that can enter into contracts, open their own accounts, etc.

4. **Chapters must pay an annual fee to IGO.** It is a common practice that chapters or branches of organizations pay a regular fee to their mother organization. To become a chapter of this Igorot Global Organization, one should pay an annual fee. The fee should be determined

by the IGO Council of Elders.

5. Chapters must open their own bank accounts and be responsible for the management of their own funds. The Committee feels that as a legal entity, chapters are encouraged to open bank accounts under their chapter's name and not the name of its members.

6. Chapters must take the initiative to work together with other chapters in the planning and/or implementing of IGO projects. Working together especially on the implementations of projects cannot be overemphasized. Chapters should take the initiative and not back out from worthy projects. Ultimately, the action of an IGO organization affects the reputation of all.

7. Chapters must be represented in the Council of Elders of the IGO. Each chapter will have at least two seats in the Council of Elders as stipulated in the IGO's CBL. This is in the CBL of the IGO. IGO-Australia and IGO-Philippines are well represented in the IGO. Both chapters have at least two representatives as members of the COE. The Committee recommends that other positions in the IGO be open to chapter members.

8. Chapters must work together with other Cordillera groups, BIBAK organizations, Baguio Fil-American in pursuing worthwhile projects for the well being of their fellow Cordillerans/Igorots in the Philippines and elsewhere. The Committee understands that some BIBAK organizations and other Cordillera organizations co-exist in the same location. If a chapter is located in the same area, it should try to work together with these organizations in implementing the projects for the Cordillera region. The IGO chapter should review the merit of the project and decide whether or not to participate.

9. Chapters must be able to pursue their own projects and programs as long they are in sync with IGO's statement of principles and objectives. Chapters should inform IGO about such projects so that they can be posted in the IGO's website for dissemination. They should provide updates to IGO's website manager. In addition, should the chapter have a project in a country where there is an IGO chapter, the project manager should inform the president of

the chapter and ask for assistance if needed. The Committee understands that there may be instances where an IGO chapter may want to do the project alone. As a courtesy, the Committee recommends that the implementing chapter should provide information to the other chapter.

10. Have the term ‘IGO’ in their legal name, i.e., IGO Canada, IGO Philippines, etc. The Committee recommends that chapters should include the term “IGO” in their names to identify themselves as a chapter of the IGO. Having the “IGO” part of the chapter’s name identifies the chapter as a member of the global organization of Igorots.

b. For IGO

1. IGO must demand that chapters use the IGO’s vision/mission statements and Statement of Principles as their guiding principles in drafting their by laws. A chapter found to be deviating from IGO’s vision/mission statements should be removed as chapters and be asked to remove the term “IGO” in their name. The founding fathers of IGO made every effort to obtain ideas, suggestions, and comments from Igorots located in various countries. The Igorot international conferences were used as an avenue for Igorots to meet and craft the organizational structure and the purpose of the organization. IGO had to be registered in a country to be a legal entity and for practical purposes, it was registered in the United States. The statements of principles, vision/mission statements of IGO however were derived from Igorots living in various countries.

2. Provide chapters the widest possible latitude in the management and administration of its internal affairs. The Committee provided examples of organizations where members to a mother organization have certain degree of autonomy from their mother organization. Organizations such as the United Nations (UN) and the Filipino Community Council Inc. of Queensland (FCCQ, Inc.) were provided as examples. Both organizations provide a certain degree of autonomy to members especially in the areas of managing their own internal affairs. Similarly, the Committee recommends that IGO look into the structure of these organizations and identify organizational areas that should be considered for inclusion in the IGO make up.

3. Act as an advisory board to its chapters and be a unifying body for all its chapters. The Committee recommends that IGO provide support to its chapters by acting in the capacity as an advisory board.

4. Be cognizant of the fact that each chapter is unique as it has to follow the rules of the country it is registered in. Having chapters in various countries presents some unique challenges. IGO must recognize this.

5. Ensure that all chapters have at least two representatives in the IGO's Council of Elders. The amended CBL requires that each chapter will be represented in the IGO Council of Elders. At least there should be two representatives from each chapter.

6. Take the lead for programs/projects initiated by the IGO. If such a project or program is to be implemented within the jurisdiction of an IGO chapter or chapters, the IGO should still take the lead, unless it decides, through the COE, to fully authorize in writing a turn over to a chapter or chapters. The Committee recommends that IGO must define its role in a project that it has undertaken. In addition, should it need assistance from chapter/s, IGO must work together with the chapter/s and ensure that each party understands their specific roles.

7. Provide support and encouragement to projects/programs being undertaken by its chapters. This is a given. As the mother organization, IGO should provide as much support and encouragement to its chapters.

8. Develop an application form for organizations who want to become an IGO Chapter. IGO should form a selection committee to review the application, perform due diligence and forward their recommendations to the IGO Council of Elders for further action. The Committee recommends that IGO develop an application form for organizations desiring to become chapters. Applicants will be required to fill out the forms and submit to a selection committee of the IGO. The selection committee reviews and provides its

recommendations to the Council of Elders.

c. For IGO and its Chapters

1. Be cognizant of the fact that each entity must follow the taxation laws of their country. As such donations of funds or in kind to IGO and its chapters must be received and posted in the accordance with the laws of their respective country. Some countries allow donors to deduct their contributions to tax-exempt non-profit organizations. In the United States, this is considered a sound financial strategy. One minimizes his/her taxable income and at the same time, he/she is also providing resources to non-profit organizations. The Committee recommends that each chapter informs donors for their projects whether or not such contributions are tax deductible.

d. Other Recommendations

1. The Committee recommends that this report be reviewed by the IGO chapters to obtain their views and input. Their views and input should be forwarded to IGO for review and action.

5. Addenda

Attachment (1)

Electronic mail from CEO of IGO, Rosalynda Callagan regarding the formation of the Ad Hoc Committee

From: Rosalynda [mailto:rosalynda7@yahoo.com]

Sent: Sunday, September 17, 2006 9:34 PM

To: Igorot IGO; Igorot Elders Global Org.

Cc: Edwin Abeya; John Dyte; Raleigh Agdaca; Melchora Chin; Claus Nabert; Elmo Carino; Ceasar Castro; Yvonne Belen; Caridad Fiar-od; Philian Weygan; Lynn Macalingay; Fina Pengosro; Gloria Simon

Subject: Ad-Hoc Committee Announcement

Fellow Members,

Greetings to all.

It a pleasure to announce the members of the Ad-Hoc Committee on their first meeting to be held during the first week of October, which will define the relationship of IGO International to its Regional/Sister Chapters

RESTRUCTURING COMMITTEE

Chairman:----- Edwin Abeya

Recording Secretary ----- John Dyte

Members :

Raleigh Agdaca ----- Australia

Melchora Chin ----- Australia

Claus Nabert ----- Canada

Elmo Carino ----- Canada

Ceasar Castro ----- Canada

Yvonne Belen ----- Europe

Caridad Fiar-od ----- Philippines

Philian Weygan ----- Philippines

Lynn Macalingay ----- USA

Fina Pengosro ----- USA

Gloria Simon-----USA

As a young, global organization, IGO allows for the formation of regional chapters. While the amended CBL (not yet ratified) provides guiding principles on the relationship between IGO-International and chapters, the ad hoc committee will attempt to define, clarify, delineate the relationship of same. The result of the work of this committee will be a list of recommendations for the COE to consider and to implement. It is hoped that we will have then a document that will clearly define the organizational and working relationship of IGO-I and its regional chapters. Congratulations to the members of the Committee. We all look forward to your conclusions and your report to the COE. The recommendations to the COE will be due to the Council no later than December 1, 2006.

To the Restructuring Committee: the task you are requested to resolve will serve as a benchmark in the history of the IGO!

God bless us all,

Rosalynda T. Callagan, CEO/IGO

Attachment (2)

Brainstorming/Discussion Sessions

From: Edwin Abeya [<mailto:eabeya@encore-ng.com>]

Sent: Wednesday, 20 September 2006 04:12

What I'd recommend we do at this time is simply to brainstorm. Please provide us your ideas, comments, and suggestions. Attached is the amended CBL that was drafted by Lynn and his committee. Below is the section that touches on the formation of chapters:

Section 3. IGO shall allow and recognize the formation of chapters . A chapter to be organized shall be governed by the following provisions:

- a. A chapter shall be limited to only one for each participating country or political jurisdiction;
- b. As an initial and continuing requisite for acceptance and recognition by IGO, a chapter shall abide by and manifest adherence to the principles and objectives set forth herein;
- c. Chapters shall maintain autonomy within their own spheres of jurisdiction in terms of organizational setup, administration, grievance procedures, new ventures and such analogous endeavors, except for membership requisites and on matters which the Council of Elders (COE) shall deem to be within the ambit of IGO wherein these provisions shall primarily govern.
- d. Chapters shall cooperate with each other and with IGO in the implementation and monitoring of IGO projects and towards the full attainment of the visions and objectives stated herein.

So let's brainstorm. Personally, my take is that our relationship should be in sync, of course, with our CBL and with our Igorot value of our love for freedom. With that in mind, my preference is a chapter that is indeed autonomous. The regional chapter is a legal entity in their location (country). When they take on an IGO project, they should be given the free hand to implement. When a chapter wants to do a project in the Philippines or elsewhere, they should ensure that such project supports the mission and vision of the IGO. These chapters are incorporated as non-profit organizations in the country they are located in and they should abide by the rules of that country. IGO-International should support the chapter by posting such projects in its website, encourage IGO members to assist by any means, and, if necessary and requested by the regional chapter, assist in the implementation. The chapter however must also provide status report to the IGO-International for information.

May we hear from you? After we're done brainstorming, we'll try to put together what we've discussed and move from there.

Attachment (2) Brainstorming/Discussion Sessions

Submitted by Edwin Abeya

From: Agdaca, Raleigh [mailto:Raleigh.Agdaca@ato.gov.au]

Sent: Tuesday, September 19, 2006 5:48 PM

Since we are in a tight timeframe, (45 days from COE endorsement) maybe it is good to set timelines against specific actions. Say we can start with Brainstorming - one week. After the storming process we should have come up with an action plan, or issues we need resolved to lead us to the 'to be' world.

I think the relationship between the mother org and chapters will be determined on how we answer the following questions:

1. What do we need the mother organisation for?
2. What does the mother organisation need the chapters for?
3. What sort of independence do we want from the mother organisation?

I have asked the same questions with Mel (the other member from Oz) and here are her responses:

1. Yes, we do need a mother organisation as it will give strength and power as an international organisation.
2. Chapters are needed in each different country to meet the individual requirements and peculiarities of each country.
3. Each chapter should be autonomous from the mother organisation but with the same principles, ideals, and aims and to work together to achieve them without being dictated to.

Before I proceed, are we going to work on the basis that the proposed CBL will be approved? My comments will be based on that assumption.

Thus, our 'As Is' world, I believe, is spelled out by the CBL - which is broad, which was the intention of the CBL Committee, to cover all bases.

Our focus therefore is the 'To Be' world which would be the Implementing Guidelines of section 3 of the Proposed CBL.

Submitted by Raleigh Agdaca

From: philian weygan [mailto:philian@mozcom.com]

Sent: Tuesday, September 19, 2006 6:44 PM

Firstly, I agree that we have a time schedule.

Secondly, it is with expectation that the proposed final draft of the amended CBL will be ratified by the general assembly in IIC6.

Third, based on IGO P CBL we subscribe to the Sec 3 of the PFD-Amended CBL.

Attachment (2) Brainstorming/Discussion Sessions

Fourth, Broad areas that need to be defined explicitly include:

- a. Independence from mother organization
- b. cooperation with other IGO organization
- c. Continuing requisites for recognition and acceptance of a chapter
- d. Art I Sec 3 d: is the vision and mission pertaining to the project or to the IGO VMG?

That's my initial take on the matter.. Please note also that in the discussion I may have to solicit the opinion of IGO P officers and members. This is the essence of my accepting representation and mandate from PI.

Submitted by Philian Weygan

From: Ceasar Castro [mailto:cecastro@shaw.ca]

Sent: Tuesday, September 19, 2006 7:24 PM

I go with Raleigh and Philian' proposals: Specifically, to be defined is how the IGO chapters will differ from existing BIBAK or other organization with similar visions and missions except for having a "mother" organization? My concern is IGO will just become another Igorot organization added to create more divisions among the IGOROTS.

Submitted by Ceasar Castro

From: Elmo L Carino [mailto:elmocarino@shaw.ca]

Sent: Tuesday, September 19, 2006 8:25 PM

Another question I would like to clarify is how is the current IGO be identified - will it automatically become IGO International and be the mother IGO. If so, which IGO would be considered IGO USA, assuming that in the future we have the IGO Philippines, IGO Australia, IGO Canada and IGO Europe? What we need as chapters are organized is a moderator/coordinator of the activities/projects being pursued by each chapter - giving recommendations/suggestions on how to improve such activities/projects and providing guidance in the efficient implementation of such activities or projects. In other words, the IGO International will just serve as an advisory board to the Chapters.

2. Chapters are also essential as the IGO membership are from different countries, whose perspectives are influence by the culture and thinking of their new homelands and by the laws and regulations of the country. The spheres of interest on what project to look forward too also differs from one group to another so chapters can plan their endeavors independently according to what they feel comfortable doing without any pressure from the mother organization or other chapters. The responsibility of the chapter here is to inform accordingly the mother IGO and other chapters of the planned project and its progress.

I believe that a global Igorot organization with a centralized administrative body will create more credibility and strength in its position as far as achieving its goals. I do not see it as another instrument to divide the Igorot community and if this ad hoc committee will be able to define the relationship between the central body and its chapters fully well, we will be able to accomplish the IGO visions.

Submitted By Elmo Carino

Attachment (2) Brainstorming/Discussion Sessions

From: Nabertc@aol.com [mailto:Nabertc@aol.com]

Sent: Tuesday, September 19, 2006 10:42 PM

For the moment I'd like to offer some general thoughts and principles that may or may not guide us as we continue forward in these discussions. Some of these have already been reflected, others perhaps not.

For the IGO to be truly a force internationally it must have two key attributes namely:

- It must speak with a single voice to demonstrate that Igorots can be, and are united. If the IGO does not speak with a single voice it is no better than the many organizations that already exist and would thus have minimal influence overall.
- It must be in command of, and control, its resources so that depending upon the issues of the day, if significant resources are needed to resolve a pressing issue, they can be brought to bear quickly and effectively. If it cannot marshal its resources quickly and or fully, its effectiveness is very limited at best.

These principles imply that IGO International has to be the single body that determines and governs policy, public relations and resources where these are defined as follows:

- Policy is the set of rules that apply to IGO International and all of its chapters. It is the fundamental operating principles of the organization world wide and it is the principles that define what is acceptable and not acceptable in terms of the things that will be undertaken and how they are to be undertaken.
- Public relations is the voice of the organization. Any time a position is called for, any time an opinion is sought, these will come from the centre where they have been carefully considered before being made public.
- Resources are people and money, and perhaps materials as well for in some cases I can see us accumulating materials (school text books, computers, etc) for distribution. The collection of resources and their subsequent disposition has to be decided centrally though of course the work needed may be undertaken by one or more chapters.

Now that is in an ideal world of course. Were we to develop an autocratic central body I believe we will be flouting many cultural traditions and that would not ensure the unity and overall support we need. So to achieve these principles, we need to find ways to soften what would otherwise be seen as central control. Additionally, any chapter that is created is in fact an independent corporate entity within the country in which it is incorporated and it will want to have a say, and indeed needs to have a say, about what things are to be done and how they are to be undertaken. To that end I would propose some additional principles that need to be considered and somehow worked into the final result. These are:

- Each chapter in the organization needs to have a voice, and influence, at the centre. The International body cannot just be a select few however elected or appointed who will in turn govern every one else. What that voice will be remains to be seen but it could be a

Attachment (2) Brainstorming/Discussion Sessions

seat on the COE, it can be an additional seat on a central management team or some other variants.

- Each chapter needs a degree of control over its own resources in order to cover its operating expenses and undertake local initiatives in addition to fostering ever more growth within its own borders. This could be achieved simply by the Centre levying a tax on chapter income, or it could be achieved through a negotiated settlement or some variant.
- Each chapter needs to operate within the laws of the country in which it is incorporated and as such needs to be given some latitude when the centre establishes things like financial operating policy, human resource policy, and management principles. The centre does need to establish the global operating policies and principles, but the chapters need to have a voice in shaping them and the chapters must be given the flexibility to operate within the laws of their country if and when corporate principles cannot be implemented in a legal manner.

In a recent posting Albert had a few good suggestions and ideas on how those three additional principles might be achieved. I can't comment at this stage whether they are the answer or simply an opportunity to find an answer, but I do feel they need to be considered.

Finally, for the IGO to become professional in its operations It needs to be structured in a manner that results in sound management principles everywhere and in a manner where the priorities and short term goals are brought about by consensus among all chapters and the centre. What that means in English basically is that:

- Chapters need to be made to feel that they help to shape corporate policy, directions and priorities.
- Chapters must undertake an annual planning regimen along with the corporate body such that the plans for the next year are the result of a mutual understanding by all players and a mutual agreement to the extent possible.

Fundamentally there needs to be a COE that includes membership from the chapters and there needs to be a global management body that also includes the chapters. With those in place there need to be operating principles that produce an annual operating plan and an annual strategic plan that together establish near and long term priorities and assign resources accordingly.

So those are my immediate thoughts on what I feel are the principles under which we need to undertake our challenge. But that said, I'd also like to just muddy the waters a little further.

We currently have two chapters, IGO Philippines and IGO Australia. If we are to be successful we need them on board once the dust settles. So there is a fundamental question we need to keep in mind as we deliberate, *what do we have to put in place that will encourage them to join us centrally?* And, this question is not intended to make us create something is that tailored just for them, but rather it is intended make us design the organization in a manner that will encourage other chapters to be formed and that they will be formed because they want to be a part of the International organization.

Attachment (2) Brainstorming/Discussion Sessions

I would propose that we begin by debating the desirability of these, or variants of these, principles before we set about trying to establish how they will be implemented. Unless we are clear on how the organization needs to be governed to be successful globally, there is no value to debating the actual means by which we will achieve our goals.

Submitted by Claus Nabert

From: Melchora Chin [mailto:dalnisa1@yahoo.com.au]

Sent: Wednesday, September 20, 2006 5:00 AM

Thanks Agpad for that very elaborate explanation which was exactly what I had in mind as what you have just posted has similarities with the different Filipino organisations we have here in Queensland, Australia.

Before we start discussing relationships of the mother IGO and it's chapters it would be best to know if we have an IGO-International organisation at all? Because, according to my limited observation and understanding it would appear that the current IGO is a Defacto IGO-USA organisation. The reason for this conclusion is that its constitution is based on American laws and regulations, such as charitable institution for American tax deductions and all members' fees are paid in US dollars and is controlled and directed by American non COE.

A new entity should be formed formally, constituted and legally registered as IGO-International with world wide laws and regulations. The aims, objectives, vision, missions, intentions and hopes of the original IGO could be incorporated in the New IGO-International with modifications to reflect the modern world known as Globalisation.

May I suggest the following structure of the new IGO-International as follows.

1. President (on a 3 yearly rotation from members of member chapters).
2. Vice-President (on a 3 yearly rotation as for President but from a different chapter to the President)
3. Secretary (elected for 3 yearly period with extension if necessary).
4. Treasurer (same as with secretary)
5. CEO (same as with secretary and treasurer).

The General committee should comprise of 3 members (if possible 1 youth) from each chapters not exceeding 20 as nominated by members chapters. To be a member of the IGO-International each chapter shall pay an annual levy as decided upon by the chapters.

- The New IGO-International will not have individual members as it will only be an "UMBRELLA" organisation to guide, disseminate information, represents the Igorots as directed by the chapters in discussions with the Philippines Government or Authorities, Foreign authorities as when or where necessary. Literally speaking, IGO-International will have no power or interfere in the operation and on the management of chapter organisations, but to act as a coordinator amongst the Local Chapters.
- Each country should organise their own chapter in accordance with their Local Law and Regulations but still within the boundaries of the "Mother Organisation". As for membership, each chapter has the individual right to set their own membership fees and by-laws.

Attachment (2) Brainstorming/Discussion Sessions

- Most importantly each chapter shall be autonomous in their decision making and operation without the interference from the "Mother IGO" or from other chapters except for guidance, advice and assistance. But each chapter shall not be independent from the "Mother IGO" as it would imply that they could operate outside the guidelines of IGO.

The above suggestions may seem radical, but to gather strength and be an influence amongst the Igorots and the rest of the world, changes will have to be made to reflect the Modern day World and be more Professional in it's dealings in order to be heard as a United Powerful Voice.

There is a lot more thinking and refining of details which will take time to discuss and deliberate. We need to get it right the first time, otherwise we will be leaving a mess for the future generation as a legacy to try and correct. I suggest we extend the time for more discussion and deliberation for another 3 months giving us 90 days to come up with a more polished, more refined, and more defined relationship of the "Mother IGO" and it Chapters.

Submitted by Melchora Chin

From: Nabertc@aol.com [mailto:Nabertc@aol.com]

Sent: Wednesday, September 20, 2006 7:54 AM

Thanks Mel, those are wonderful thoughts that have helped me bring things together a bit more.

I'm not sure whether we'd need to incorporate a new international body or simply change the one we have but I suspect you're thoughts are the correct path. The current IGO has members and is well established under American law. So I would certainly endorse and support creating a separate "umbrella" organization that is simply comprised of its chapters and nothing more. That would make our current IGO simply IGO US and it would significantly simplify the structure overall.

The question which comes to mind then is where to incorporate, wherever that happens that organization would be subject to the laws of that country. At the same time it can be a relatively simple thing to do since we would not need charitable status, only non profit status, since monies are likely not involved beyond operating costs. The umbrella organization certainly wouldn't be soliciting or receiving any donations and if some were offered it could recommend they go to the local chapter.

The more sticky question is how to structure things to make this work and to be able to ensure that it can work regardless of what happens later. What you are proposing here I think could form the framework for answering this question.

The only concern I might voice at this early stage is the matter of having all chapters autonomous but under the guidance of the International body. I don't disagree with that concept except for one point. I believe that there needs to be a centralized decision making body that determines which issues should be addressed and what resources need to be brought to bear on those issues each year. I prefer that model because it allows us to tackle significant challenges that any individual chapter would not have the resources to undertake and through this we can

Attachment (2) Brainstorming/Discussion Sessions

grow and gain influence. Having the centre as only a guiding body, precludes this capability I think. It strikes me that it would need to be a bit more than just a guiding organization.

The chapters do have to organize and administer themselves and make most of their own decisions but at the same time there needs to be a capability whereby the international body can determine the overall priorities and can call upon individual chapters to join forces under someone appointed by the international body, to take on larger challenges.

Similarly, when individual chapters are asked for assistance by some group, that request ought to be escalated to the international body for consideration just in case it actually represents a larger issue that is better addressed centrally. If the centre does not feel it is of sufficient importance, then the chapter could decide whether or not to undertake it locally on the assumption that resources devoted to that initiative will not deplete the resources already committed to broader international issues.

Submitted by Claus Nabert

From: Gloria Simon [mailto:galvaodi@yahoo.com]

Sent: Wednesday, September 20, 2006 10:57 AM

Mission, vision change to reflect current and future.

GLOBALIZATION: Think globally, act locally.

STRUCTURE: Independent but United. Linkage?

HOW? Like the UN. By chapter representatives.

FUNCTIONS: Base on mission, purpose and objectives

OPERATION: Develop an "International CHARTER"

MEMBERSHIP: Presently by the individual. Change to by chapters. If by chapter, Dues are paid base on the numbers of members of that chapter. Any suggestions?

Since this is a re-structuring process the time must be extended to 120 days in order produce quality. Even "Think tanks" need time.

Submitted by Gloria

From: Edwin Abeya [mailto:eabeya@encore-ng.com]

Sent: Wednesday, September 20, 2006 1:32 PM

Thank you to those who are sharing their ideas. Let's hear from the others.

Brainstorming is kind of a no holds bar exercise. Anything goes. But I do want to kind of steer us to our mandate which is to **define what should be the relationship of the IGO to its regional chapters.**

The Igorot Global Organization (IGO) is incorporated as a non-profit organization in the state of Delaware. Notice that the name does not include 'International'. The regional chapters from other

Attachment (2) Brainstorming/Discussion Sessions

countries should incorporate themselves also as an organization or a corporation and abide by the rules of their country. They can be for profit, non-profit or whatever entity they want to.

Should there be a regional chapter called IGO USA which is separate from the IGO which we have now? Good question. For now, I prefer that we keep what we have - the IGO. I know it's incorporated in the United States and we have to follow the U.S. laws. I don't know of a way to come up with another legal Igorot organization that will comply with various laws of various countries. I think it will have to be incorporated in under one country only. The composition of the board of directors (or council of elders) of this new Igorot organization would then come from its regional chapters. So an IGO-USA, IGO-Australia, etc. will have x seats in the Council of Elders. I think this is what Agpad, Mel, and Manning Gloria are saying. Good ideas and I support it. But I'd like to simply focus on our assignment. However, we will need to include your suggestions on how IGO ought to re-structure itself and we will include them in our final report.

By the way Raleigh, yes, we're using the amended CBL as our guide for this particular assignment we have. I think I didn't do well in explaining what I meant by the 'as is' and 'to be' worlds. Thinking of it now, I don't think it applies here. In modeling, the 'to be' replaces the 'as is'. Here, I am not sure if our mandate extends to that - to replace the IGO, CBL, replace Council of Elders (I'd like to recommend....) , etc. If it is, we will need more days and need more manpower to do this. What we are doing here is using an existing amended CBL of a duly incorporated non-profit organization as our stepping stone to further define what the relationship should be between this organization (IGO) and its regional chapters. We're actually taking the 'as is' world and see if we can put some clarity to it.

To provide some historical perspective, when we were trying to form the idea of a more global organization, we introduced the idea of an 'umbrella organization'. Majority of the beak organizations did not like the term 'umbrella' because they felt that it's another layer of organization and they claim that they were doing okay on their own. I remember Manong Rex advising us not to use the term because it seems to connote that we wanted to control them. We dropped the term but continued on to get more ideas on how to form this global organization. Art Butic asked all the BIBAK organizations to provide us copies of the vision/mission statements. Art then decomposed them all to our current IGO mission/vision statement which is:

Mission Statement

“To preserve for future generations the diverse heritage of the Igorot people and proactively promote their well-being, advancement and interests and those of related people.”

Vision Statement

“To be the advocate of Igorot rights and causes – linking Igorots and related people worldwide.”

Attachment (2) Brainstorming/Discussion Sessions

In the amended CBL, the mission/vision statements were kind of woven into the Statement of principles and Objectives - which is as follows:

ARTICLE II

STATEMENT OF PRINCIPLES AND OBJECTIVES

Section 1. This organization shall be guided by the following principles:

- a. IGO perceives itself as an advocate of Igorot interests, linking Igorots to other peoples of the world
- b. Towards empowering its members in facing life's challenges while at the same time maintaining and strengthening cultural roots, IGO upholds the view that its members assume active roles in their respective communities in the fields of government, private industry, education, medicine, arts and media, social services, and such other analogous activities.
- c. IGO acknowledges the strengths and talents of the Igorot youth and, while inculcating in them desirable Igorot doctrines, fully supports them in their advancement in life.
- d. IGO is being established as, and shall remain, a non-profit, civic, educational and charitable organization.

Section 2. The objectives of IGO shall be:

- a. To preserve for future generations, through educational and research programs, the diverse cultural and historical heritage of the Igorots, and proactively promote their upliftment, advancement, and interests globally;
- b. To aid, through legitimate means, in the promotion, protection, and upliftment of legitimate interests of the Igorot people;

Attachment (2) Brainstorming/Discussion Sessions

- c. To promote unity and cooperation among members and other people who share their indigenous values;
- d. To encourage and mentor members to adapt to and positively influence their environment, wherever they are;
- e. To seek global awareness for the Igorot people by encouraging members to contribute to the well being of society and publicizing those contributions whenever appropriate;
- f. To support responsible and sustainable economic development in the Cordillera region of the Philippines, while advocating and vigilantly monitoring protection of the environment;
- g. To formulate and develop programs geared towards making members more useful, productive, law-abiding and worthy citizens and residents of their chosen communities.

So the above is our 'as is' world. In the CBL there are also statements about IGO being able to create regional chapters and it provided some broad guidelines. Our assignment is to come up with recommendations on what the relationship of the IGO and its regional chapters should be.

Here are some of my additional thoughts:

Regional Chapter by laws:

1. I see regional chapters embracing the mission and vision of IGO.
2. I see regional chapters embracing the statement of principles and objectives of IGO from a. through g. Regional chapters should include such statement of principles and objectives in their own by-laws.

Finance

1. Regional chapters should have their own bank accounts and are responsible for their own operations

Attachment (2) Brainstorming/Discussion Sessions

2. Regional chapters should provide an annual fee of \$ 200 to IGO. This pays for an annual regional chapter membership fee. For this amount, regional chapter will get one free copy of the Igorot, link the chapter's website to the IGO website, and other freebies.

Membership:

1. Individual Members of a regional chapter may also join IGO
2. IGO members may join regional chapters

Projects

1. For projects initiated by regional chapter, such projects should be in sync with IGO mission/vision (man, I'm sounding like Ray here.) and with statement of principles and objectives. IGO should support such projects and assist regional chapters in any way they can.
2. For projects passed at IIC resolutions, initiated or conceived by IGO, IGO should either take on the project or team up with other IGO regional chapters and come up with an MOU/MOA to delineate the terms and conditions of such a project.

Submitted by Edwin Abeya

From: Fina Pengosro [<mailto:nothingcouldbefina@yahoo.com>]
Sent: Wednesday, September 20, 2006 3:28 PM

How is everyone doing? I am reading all of your ideas and I have to say, I cannot think of anything to add yet... I still have to finish reading ALL the messages, but right now I have classes. I just wanted to make sure to reply at least once. I will add more later...

Submitted by Fina Pengosro

From: Agdaca, Raleigh [<mailto:Raleigh.Agdaca@ato.gov.au>]
Sent: Wednesday, September 20, 2006 5:32 PM

This committee was tasked to define the kind of relationship we want between IGO (International, mother, umbrella or whatever you want to call it) and IGO (regional, chapter. . .). I suggest we stick to that. If there are any other issues that is outside that function, I think it should be brought to the attention of the COE.

The committee, I believe was formed on the understanding that the IGO based in the USA is IGO International, the mother organization or the umbrella organization of other IGOs. I believe this was the intention of the founding fathers and that is reflected in the current CBL and the proposed CBL. I would also suggest that IGO Phil was constituted on that understanding - that it is a chapter of IGO (based in USA). I can say that IGO Aus was formed on that basis.

So may I suggest that we agree, at least for this exercise, that IGO based in USA is the 'mother' organization? Otherwise, I don't think we can proceed in discussing the task of this committee.

Submitted by Raleigh Agdaca

Attachment (2) Brainstorming/Discussion Sessions

From: Nabertc@aol.com [mailto:Nabertc@aol.com]

Sent: Wednesday, September 20, 2006 6:23 PM

To: philian@mozcom.com; eabeya@encore-ng.com; tokwifi_yvonne@yahoo.com; carl23fiar@yahoo.com; cecastro@shaw.ca; elmocarino@shaw.ca; nothingcouldbefina@yahoo.com; galyaodi@yahoo.com; shan42799@comcast.net; dalnisa1@yahoo.com.au; raleigh.agdaca@ato.gov.au; ayipphil@yahoo.com; jdyte@benguet.com

Cc: rosalynda7@yahoo.com

Subject: Re: Brainstorming and Timeline

Greetings All ...

With respect to the proposed timeline, I have two general issues, one the time frame itself, the other, item four "Discussion". I will explain.

In terms of the time frame there does come a point where further discussion of an issue becomes circular and a waste of time. When that point approaches there is no question discussion needs to terminate and decisions need to be made. At the same time however, establishing a tight deadline does not only avoid a period of meaningless discussion, it also has the potential of preventing the identification of a sound solution. As the deadline approaches there is the tendency to say "well ... that's good enough since we're running out of time" so that the remaining issues can be dealt with. It would be my preference to be in a position to say "that is the answer we've been looking for" but this will not happen if we remain constrained by the clock.

There is a saying I learned regarding time that I have never forgotten. You cannot make a baby in a month by impregnating nine women. Some things simply require time and we need to be prepared to invest the time that it will take.

Alas, how much time will be needed I can't say however someone earlier had suggested an additional three months and this might be about the right period.

To help that question along and to also address my concern about item four, "Discussion", I'd like to offer my feelings of what is in that point. It seems to me that if we are to be productive and successful we will need some structure around our discussions. Simply having the word discussion is not going to help us achieve our goal and this will certainly also not help us identify how much time is needed.

To that end I propose that this word embody the following activities to be undertaken in the order presented:

- Agree on the operating principles under which we need to find a solution. We can use my earlier posting that articulates the principles as I see them and build from there, or we can invent new ones. Either way we need to be in agreement on the guiding principles that will shape our solution. We need this in any case to justify and defend our recommendations.
- Review the results of the brain storming session and extract those specific ideas that are consistent with the principles we have agreed to.

Attachment (2) Brainstorming/Discussion Sessions

- Convert the ideas into real options and agree on the options that are consistent with the principles.
- From those options identify those that would most likely create an equitable International Body that all chapters could embrace. Debate the relative merits of each proposed structure.
- Decide what we would recommend as the optimal governance structure.
- Identify the operating principles that would enable that optimal structure to be successful and that will provide the checks and balances needed to ensure its long term viability.
- Agree on the operating principles for the International Organization
- Determine whether we need to incorporate an IGO International or not. Recent postings suggesting an umbrella organization might not require us to incorporate a new organization at all, we might be able to accomplish the International Body by simply articulating a functional governance structure with membership drawn from all chapters.
- Make a decision on whether incorporation is needed, what kind of corporation is needed, and where it might be best undertaken.
- Summarize our recommendations and decisions so that we can see what we think we have created.
- Undertake a debate to test the structure and the operating principles to ensure that they are workable, making adjustments as we deem necessary.
- Draft our preliminary report so that we can vote upon what we've created.
- Test our preliminary report with the two chapters we have already, to gage their reactions.
- If their reactions are less than favourable, reopen those areas that are contentious and see how they might be amended in a manner that remains consistent with our principles but also is more acceptable to the chapters we have.
- If their reaction is favourable, we have concluded the discussion phase.

If we follow this structure or some other like it, it's unlikely that this will be accomplished in a matter of days or two or three weeks. It strikes me that this effort will take longer than that. The actual time frame can be kept under control by drawing closure at each step of the process as ideas and comments start to dry up, and then by calling for a vote. But to arbitrarily constrain the whole process with a deadline I do not believe will work.

In my opinion, and considering the constraints of email communication, I think we're looking at a three to four month discussion period, possibly even longer depending on how much time the chapters need to digest what we are proposing and to come back with comments.

In terms of testing the preliminary recommendations with the chapters, I believe that is vital. Of course the chapters are represented in our group and of course those representatives will do their best to speak for their respective chapters. However, though I hold the representatives in high esteem, I have to believe that when the chapter leadership has an opportunity to see the completed draft product as opposed to being advised of the bits as they are decided, that leadership will have comments and quite possibly objections. This is the time to discover those issues. To simply go forward on the assumption that because the representatives support the recommendations the chapters will too, is not going to get us the results we are looking for.

Attachment (2) Brainstorming/Discussion Sessions

There is another task too that we need to be mindful of that may or may not be part of "Discussion", that task is the question of how to implement our recommendations. When our final report goes forward there will be some who will declare it impossible to implement while others will embrace the ideas and feel perhaps it can be done. We can head off a lot of trouble by also articulating how the governance structure we are proposing can be implemented successfully. That exercise in fact will better ensure that what we are recommending is practical and doable.

Finally, since this is a discussion of methodology as much as it is a discussion of time frame, I would like to offer two additional principles under which I believe we should operate. They are as follows:

- Though it is recognized that the IGO has a CBL in place and also has an amended CBL in place that is believed to be the solution albeit possibly with a few additional amendments, I do not believe this is an exercise of editing a CBL. Instead I believe this is an exercise in determining exactly how we will create a governance structure that will achieve the goal of building a strong International organization. Once that has been determined, we can revisit those CBLs and determine whether they might be amended to achieve our goals or whether a totally different one is needed.
- Similarly it is recognized that an IGO exists already but that it is not called IGO International. Whether this IGO can have its CBL amended to conform with what we will recommend or whether a new, completely different, organization needs to be incorporated to achieve our goal, is a decision that is yet to be debated and decided. I do not support comments like "we have an incorporated IGO already, we don't need to incorporate another one". That kind of thinking at this stage I believe is premature. We need to keep our options open.

So that's it for now in terms of my reaction to the time line. It may be useful to dissect some of the other line items in the time line to ensure that they too have sufficient time allotted to them, but for the moment I have a feeling that if the "Discussion" component receives the time needed to go to a successful conclusion with consensus among all of our members, the other tasks can likely be accomplished within the time frames shown.

Submitted by Claus Nabert

From: Yvonne Belen [mailto:tokwifi_yvonne@yahoo.com]

Sent: Wednesday, September 20, 2006 6:27 PM

Attached is my contribution to the brainstorming.

20 September 2006

Dear All,

I want to relate our situation as IGO members in Europe, what could be the beginnings of the formation of an IGO Europe and my thoughts.

Attachment (2) Brainstorming/Discussion Sessions

1. Our situation as IGO members in Europe

1.1. On membership in local organizations

1.1.1. Many are members of Igorot/Cordillera organizations in the countries, e.g., Igo-Austria, Cordillera Community in Belgium (Cordi-Bel), BIBAK-Switzerland, Igorot-UK, BIBAK-Ireland.

1.1.2. Some (like me, who reside in Holland and another, who live in Germany) don't belong to an Igorot/Cordillera organization.

1.2. On pursuing IGO goals

Some of the country Igorot/Cordillera organizations' objectives coincide with those of the IGO. This is mainly along preservation of the Igorot culture.

2. On the beginnings of the formation of an IGO Europe

2.1. Presently, we have a loose network of Igorot/Cordillera organizations. We call it "Igorot Cordillera (BIMAAK) Europe" or ICBE. Our objective is to meet every two years. We have already met three times (2002 in Belgium, 2003 in Austria and 2005 in Switzerland.)

During the second and third consultation we included in the program some IGO activities, especially promotion of the IIC. In future, I think we should include more updates on IGO activities, e.g., Scholarship Program.

2.3. There is no organizational structure of ICBE.

2.4. The IGO members could look forward towards the formation of an IGO Europe. We have to discuss how this will be done.

3. My thoughts

During the IIC-4 in London, when Willy Austria was inviting us Igorots based in Europe to become members of the IGO, our question was, "What will we get from being a member of the IGO?" I think we will be confronted with this question when we invite our *kakailians* to become an IGO member.

I agree that IGO chapters in the countries should be autonomous. They are guided by the IGO principles and objectives. And they are supportive of the IGO's activities, as well as those of other chapters.

Submitted by Yvonne Belen

From: Ed Abeya [<mailto:eabeya@encore-ng.com>]

Sent: Thursday, 21 September 2006 11:05

Agree Raleigh. Our mandate really has been 'scoped'. It's really simple. Some of us however have come up with good ideas that even though they are outside the scope of our assignment, my idea was to just include them in our report. However, if this committee prefers not to report them, we can do that to.

Attachment (2) Brainstorming/Discussion Sessions

Yes, the mother organization is IGO which is incorporated here in the USA. In its by laws, it calls for the creation of regional chapters.

Submitted by Ed Abeya

From: Caridad Fiarod [<mailto:car123fiar@yahoo.com>]

Sent: Thursday, September 21, 2006 12:42 AM

Hehe, I thought and I didn't expect such discussion of defining the relationship of IGO with the other IGO Chapters, IGO Chapter with another IGO Chapter, is as simple as drawing an operational paradigm then explaining the relationship showing PARTNERSHIP, COORDINATION, TIE-UP, LINKAGING, NETWORKING, HOOKING with the principle of autonomy, partial autonomy, cultural sensitivity, etc. However, when I went through the very lengthy presentation of committee members, I am starting to think, I should have not accepted this membership. It seems I cant comprehend and my posting seem to get out of bounds.

Anyway, let me give my reaction as to how I perceive it. I wish to recall Dr. Bacdayan's comments earlier posted which I supported through analogical presentation of what is happening in Igorotland where Council of Elders operate according to their culture.

I will not repeat but use another illustration of an OPERATIONAL PARADIGM am thinking. It highlights why IGO should be retained and why the need for IGO-Chapters. It retains the VMGO, the CBL, the COEs, the defined projects. My comment plays around the issue on relationship but carrying the same IGO VMGO.

The IGO that was incorporated in the state of Delaware be retained as the founding IGO with its CBL and established VMGO. All the different IGO Chapters that were organized or will organize shall adopt the same VMGO as that of the founding IGO and they operate in accordance to the laws of the country where they are based.

Where the IGO-Chapters will DEPART from the founding IGO is in the implementation scheme through identified projects and cross-cutting activities to implement the program of IGO towards the attainment of the Vision/Mission.

In the implementation of programs/projects identified with the VM, each IGO-Chapter be it in cluster or not will relate directly with another IGO-Chapter through partnership, tie-up, network, coordination, advisory or technical service but have to copy furnish IGO for it to evaluate, analyze, and make recommendations.

Should IGO needs to bridge the activities of IGO Chapters to avoid waste of resources, so be it. IGO through the COE may inform what is best practiced by IGO Chapters as indicated by their successful productive activities. In this case, IGO's role be to act as overseer then inform and recommend what's most appropriate. Should IGO need to endorse IGO Chapter activities to other appropriate bodies, let it be. In this way the IGO Chapters are autonomous from each other but are only bound by the same VMGO. This is to have one voice sounding in the whole world.

In the case of IGO-Philippines, being the recipient or co-implementer of most programs, projects or activities (PAPs), in partnership with other IGO Chapters, it will only have a certain degree of autonomy. IGO=Phil may not necessarily submit its autonomy to IGO but monitoring and evaluation of PAPs be made by IGO where all IGO-Chapters are represented.

Attachment (2) Brainstorming/Discussion Sessions

While IGO-Phil. relate with other chapters independently in terms of implementation of projects, there shall be close monitoring by IGO as means to keep track of the priority projects for other chapters to consider and to avoid criss-crossing activities.

I better end here and get a test if what I am saying is clear or as clear as mud. May say in this brainstorming session. Just an input and nothing more.

I wish one better in conceptualization put it in a structural paradigm.

Submitted by Caridad Fiar-od

From: Elmo L Carino [<mailto:elmocarino@shaw.ca>]

Sent: Thursday, September 21, 2006 1:06 AM

Caridad,

You lost me here - what is VMGO or PAPs I am sorry but I am seeing these abbreviations for the first time and I am not familiar with them.

Do not worry you are not alone here. I thought the ad hoc committee would just define what the mother IGO can and can not do and vice versa with the chapters. It is more complicated than I thought!

Thanks for the explanations for the above acronyms - is this the right word?

With my best regards from Vancouver.

Submitted by Elmo Carino

From: Elmo L Carino [<mailto:elmocarino@shaw.ca>]

Sent: Thursday, September 21, 2006 1:37 AM

Hi Raleigh and others,

Okey, let us for discussion purposes agree that the current IGO in the US is to be the IGO International and will serve as the mother organization. If this is the case, then should we not look into the composition of the COE - how can we have the COE reflect the representation of the different chapters. . Who will select the Elders - would the election still be done during the IICs or will the chapters be given the authority to select their own representatives to the COE? Will a new COE composition be acceptable to the members from the U.S. who forms the bulk of the membership?

Submitted by Elmo Carino.

From: Agdaca, Raleigh [<mailto:Raleigh.Agdaca@ato.gov.au>]

Sent: Thursday, September 21, 2006 2:13 AM

Hi Elmo and all

All valid points raised. I am not sure though if they are issues that should be resolved by this committee for the reason that I see them to be outside our scope. And what I am saying also is that if we are not in agreement that IGO International exists, being the one incorporated in the USA, then there is no mother/chapter relationship to discuss.

Submitted by Raleigh Agdaca

Attachment (2) Brainstorming/Discussion Sessions

From: [philian weygan](#)

Sent: Thursday, September 21, 2006 5:09 AM

Elmo and others...

here's hoping all is well...

VMGO - Vision, Mission, Goals and Objectives

PAPs _ Program and Projects

This ad hoc is to define the relationship of IGO (international) and IGO chapters. May we focus on the "relationship" because this committee is not the proper body to define what IGO -I or IGO chapters can or cannot do.

Submitted by Philian Weygan

From: philian weygan [mailto:philian@mozcom.com]

Sent: Thursday, September 21, 2006 8:53 AM

Greetings all!

We are not starting from zero. We must respect and recognize the efforts of those who started IIC and IGO in the likes of Uncle Rex, Abeyas, Claus, Bacdayan, Sagalla, Art Butic and the others. Their continuing efforts gave birth to IGO International.

A SHORT BACKGROUND

Indulge me to give a certain background on how this IGO relationship became an issue. We must recognize that there now exist an international organization and at least two chapters of that organization. When IGO became an organization in IIC3, Uncle Rex thought of an IGO in the Philippines and tasked me as the convener. It took a while before we can get organized, it was a process that we in the Philippines have to undergo. One of the things we did was to draft a CBL - Lynn Macalingay headed that committee. The next thing we did was to present IGO P in the international body which was meeting in Virginia that year. Ruben Tinda-an presented our paper and one of those things included in that presentation and agreed upon by the COE convened at that time was the recognition of a "certain degree of autonomy" and that "all concerns of IGO to be conducted in the Philippines should pass through IGO Philippines." How interpreted, limits determine, powers authorized was not fully deliberated by both sides or together.

OUR STARTING POINT

The present CBL as proposed for amendment is what I see as the jumping point in our discussion. I noticed that it contained broad statements in trying to define that relationship. I see that as the jumping point in our discussion.

We must recognize that there is an existing IGO international, we cannot disregard the efforts of those who started it. We must recognize the existence of at least two chapters otherwise we have to rename these organizations and not call it IGO, but something else.

OUR FUNCTION AS AN AD HOC committee

I beg to disagree with others who propose that this ad hoc committee try to define what IGO international can do or cannot do - that can better be discussed in the COE. Likewise, we or the IGO international may not impose their definition of the chapters - that can be handled by the

Attachment (2) Brainstorming/Discussion Sessions

chapters themselves. Barring deviations from the VMG of IGO organizing IGO Canada or IGO Europe should be their business and what the others can do is to assist if needed.

Our function then is to simply define that relationship as stated in the proposed Amended CBL. I see it backward and forward. Backward of the "now" or "as is" as that of the experience of IGO Philippines and IGO Australia. Forward as a guide for IGO Canada and other chapters to be formed.

Submitted by Philian Weygan

From: philian weygan [mailto:philian@mozcom.com]

Sent: Thursday, September 21, 2006 8:58 AM

Manang Yvonne and all...

this is great to know that ICBE may consider the formation of IGO Europe.
regards to all not only in Holland.

Submitted by Philian

From: Elmo L Carino [mailto:elmocarino@shaw.ca]

Sent: Thursday, September 21, 2006 10:40 AM

Philian,

First of all, thanks for the clarification of VMGO and PAPs.

I think I did not explain very well what I meant "what the mother IGO can and can not do and vice versa for the chapters. An example could may be illustrate what I meant - the amended CBL emphasizes that chapters have to abide with the VMGO of the organization and as such chapters can not deviate from that provision. On the other hand, if the chapters want another structure of officers, then the mother IGO may force them to have a Council of Elders.

I do not know if this would be a good example but in the case of the SEP, IGO pointed that they are not part of the MOA and as such they may not be obliged of any responsibility on the project - my point here is in cases of projects of the same nature as SEP, does the mother organization have to be part of any MOAs and does a chapter have to include the IGO International in MOAs if they are the lead organization in the project.

From my understanding on the task of the Ad Committee is to define exactly what the mother organization can do and can not do to avoid undue interference and pressure on the movements and activities of any chapter. On the other hand, we are there to identify the degree of autonomy of the current and future chapters by clarifying what they can and can not do in relation to the CBL and the VMGO of the organization.

Even if we recognize the IGO in the U.S. as the IGO International or mother organization, there will be effects of whatever recommendations this committee is to decide, so I suggest that we discuss them as it is pointed out to have a clearer understanding of our recommendations and decisions in the end.

Submitted by Elmo Carino

Attachment (2) Brainstorming/Discussion Sessions

From: Elmo L Carino [mailto:elmocarino@shaw.ca]

Sent: Thursday, September 21, 2006 10:44 AM

Hi Philian and all,

It seems that we have a degree of differences on the idea of the mother organization or IGO International. Before we proceed on the discussions of the relationships of the mother organization and chapters, I suggest that we discuss the issue, i.e. should we all come to an agreement that the current IGO in the U.S. becomes the mother organization or is there a need to create a new body to become the IGO International.

Submitted by Elmo Carino

From: Lynn B. Macalingay [mailto:shan42799@comcast.net]

Sent: Thursday, September 21, 2006 12:04 PM

Hello all,

Greetings!

I am catching up on this, having been out of commission lately. (Laip in da Yo-Es includes meni foods - en de meyk ur araytiritis kam out.) (Seriously kidding.)

A long read, if you don't mind. . . .

I started browsing over some of the opinions submitted and I have to re-orient myself again. Firstly, I thought all we have to do is define the extent of "jurisdictions" of IGO vis-à-vis any chapter/s in terms of, most importantly, program implementation. Like it or not, borne out of experience, the problem/s always arose in the implementation phase. Such that there have been problems on who should, in a way of saying it, be the command post, the foot soldier, the forward observer, etc. etc. etc. And if I have to say it, the case of the solar energy project in Australia has re-triggered everything. Specifically, the common issues have been: whether or not IGO can override its chapter anytime; and, another I've observed, whether a chapter can just disregard IGO's existence in the execution of certain programs which arose as an incident of an IGO undertaking (or by reason of an IGO program).

The trouble I see, however, and I join those who called notice to this fact - is that some ideas are too broad to be tackled for now. Granted, these are noble perceptions but are not apt for this occasion. Hence, I am in agreement that we should re-focus on the purpose of this ad-hoc committee. It is not that some of the ideas presented are not noble, but they are more fitting for future considerations and elsewhere - as we have to dwell with the 'now' options.

Somebody (I believe it was Raleigh, or was it somebody. . .) mentioned that what will come out of these storming sessions should be considered more as implementing policies than anything else. I agree. Otherwise, the existing CBL should be further amended to include ad-hoc type commissions (such as this) to draft amendment/s to it. Ergo, it is but fitting that our arguments for now should bear in mind as the ultimate backgrounder the submitted draft CBL amendments.

So where do we draw the line of 'jurisdiction' between IGO and its chapters? As Manong Ed stated at the outset, we all come from diverse fields of interests (enriched further by our current diverse residential backgrounds). It doesn't come as a surprise then that we all have different

Attachment (2) Brainstorming/Discussion Sessions

opinions. These should help us more, instead of divide us. I urge everybody to re-focus that we are all Igorots and we are dealing with other Igorots in the main. Thus, we have to keep in mind in whatever we do here that we should think as Igorots - not corporate people in sterile boardrooms discussing macro issues of the economy. It is the relationship and goals of uniting Igorots worldwide in a harmonious relationship that should be prioritized, and not necessarily the creation of a super body that can dictate compliance on fellow Igorots. On that line, we should keep things low-key and plan things one at a time. Let's keep it simple folks.

But I digress. Anyway, back to drawing the line. . . .:>))

Let me share that when we drafted the proposed CBL amendments this matter on 'jurisdiction' was tackled. If you cared to go by what was suggested by the committee, basically these were couched in broad terms. Why? It wasn't just because the committee was lazy to add more sentences or so. Rather, this was dictated by the very situation we are in. How so? This organization is global - such that differences among certain countries do exist. I hope you will agree with me that people in different countries tend to be influenced by their surroundings. While it is a dream to have a unified organization which can muster all Igorots worldwide with ease, the idea is more utopic than real (at least for now). Everybody is wary of being "dictated" upon, and that is but very natural methinks. The point is that there will always be autonomy issues - such that this will always affect program implementation/s. What I am saying is that it is virtually impossible for the IGO CBL to specifically define permanent parameters for such and then expect strict compliance thereto from its global counterparts. Experience in the implementation of certain IGO programs has taught us that, lest we forget. Which is why we deemed it then in the committee to make the distinctions broad - with the thought in mind that certain relationships between IGO and its chapters will be defined as we go along (case to case basis - that way, the CBL need not be re-defined every now and then).

The nagging question one may ask is what would occur if a chapter, for example, citing autonomy would not even want to deal with the mother organization (IGO) and chooses to do things its own way despite the fact that a program the chapter is implementing has all the trimmings of affecting one way or the other the global IGO image. True enough, chapters are given autonomy - but there should be some sanctions. If at all, there is an ultimate way to solve that, if it ever comes to that - and that is severance of relationship between the chapter and the mother org. Another would say that this would be too drastic as it would separate, rather than unite, Igorots. I wouldn't think so. What's the point of retaining a chapter if it doesn't conform anyways? If a chapter doesn't want to "ride on" with the principles set forth by the mother org, then by all means the continuance of the relationship would be a farce. This is, of course, on the assumption that the mother organization should perform its functions in a "motherly" fashion - and not be a gestapo or bully. Which is why we have the grievance machinery set forth in the draft CBL - to settle disputes. Or, that is why we have those committees - specifically the Legal Committee - to give opinions on any issue/s submitted for resolution.

For now, I only have a few suggestions to this session. Like I stressed earlier, I am focusing more on programs and program implementation as these areas are where I see (or saw) a lot of misunderstandings. Thus, in addition to those administrative limitations suggested in the proposed CBL amendment-draft, these policies should govern, viz:

Attachment (2) Brainstorming/Discussion Sessions

1. For programs originating from IGO, but needs to be implemented within the jurisdiction of a chapter or chapters, IGO will take the lead - unless it decides, through the COE, to fully authorize in writing such chapter or chapters the sole responsibility of going about such business;

2. For programs arising within the jurisdiction of a chapter, and outside of any IGO intervention, the chapter may have the following options:

a) Take the lead role itself, after informing and getting the blessings of the IGO COE (Note: Like I said, the IGO still has the right to be informed of any program a chapter wants to undertake, as after all the chapter carries with it the IGO banner.). IGO's role here would then be "relegated" to being an observer;

b) Submit the same to IGO for the latter to implement it. Here, IGO can still co-operate with the chapter;

c) Opt for a joint implementation with IGO. Roles have to be defined.

3. For programs arising within the jurisdiction of a chapter, but on the occasion of an IGO affair or activity, IGO has the right to take the lead - unless it decides otherwise to let the host chapter take the lead role.

Kedeng di - for now - ta tapyan nan teken. Again, these are broad but they can be a start. We understand of course that all of the above should be "paperized" - via Memorandum of Agreement or Memorandum of Understanding (or however fancy term the parties choose to use).
Submitted by Lynn Macalingay

From: Lynn B. Macalingay [mailto:shan42799@comcast.net]

Sent: Thursday, September 21, 2006 12:24 PM

Although, as some have noticed, this may be an adjunct to the real task at hand, I would like to chip in some opinions (while exercising this calloused hands which seem to refuse to move).

The issue on IGO and IGO USA also cropped up when we were drafting the proposed amendments. The technical idea is that the IGO-USA is a different entity from IGO (or IGO International as we are using here). The hard truth, however, is that IGO-USA (ta ditoy garud USA nga na-incorporate) had been functioning all along as IGO International and that had been accepted through these years. Manong Ed can ramify that if others do so need. It is all just a matter of technicalities - per requirements of the law where incorporated - but this IGO in the USA had been envisioned to be the mother organization. If at all, there is only a need to change the registered name into IGO (and remove the suffix USA). On the practical side, I don't think there is really a need to setup a different entity to act as the mother organization - that is, IGO-USA and IGO-International both in the US. Why not? Both organizations would have the same members anyway, so what's the use.

Submitted by Lynn Macalingay

Attachment (2) Brainstorming/Discussion Sessions

From: Lynn B. Macalingay [mailto:shan42799@comcast.net]

Sent: Thursday, September 21, 2006 12:39 PM

Hi Elmo and all,

Allow me to tackle the one down as it touched on some portions of the draft we earlier submitted. Begging the indulgence of Manong Ed for veering a little.

In the submitted draft proposals, chapters will be represented in the COE by representatives. These will be members of the COE - with certain limitations (please see the draft). The chapters will of course select their own reps. The Elders will be selected as usual. On the question as to whether they will be acceptable to US members - I guess we have to see this in the light of the earlier given that IGO and IGO USA are considered as one (and will act as the mother organization). As such, it is the whole IGO membership (not IGO-USA members only) who will selected the COE members.

I hope this does not muddle the issue more.

From: philian weygan [mailto:philian@mozcom.com]

Sent: Thursday, September 21, 2006 5:35 PM

I would not know if sharing my suggestion is going further into the brainstorming than is necessary at the moment. You raised some questions that we need to really take into account. But I will share some thoughts.

ORGANIZATIONS:

I still subscribe to the thought that the existing IGO international is the "mother organization." My explanation is simple, IGO P and IGO A may or may have existed without a mother, yet the reality remains that these two came to existence after IGO was borne. It has defined it's VMG and that I believe was also the guiding light of the other IGOs. It is the present International organization as the COE comes from Igorots around the world. Corollary, the IGO P and IGO A have only local members and Officers. IGO international can exist without the chapters.

IGO Chapters distinctly operate within the laws and context of the country they were formed in relation with the "mother organization" or what we now know as "the IGO International."

In the issue of structure: IGO is guided by it's CBL. IGO International/mother org may change it's structure with or without the participation of the chapters. I tend to forecast now, that should in the future IGO would take chapter organizations as members, meaning IGO A, IGO P, IGO - C, IGO E and others then I tend to agree that the chapters should then have more participation in the affairs of IGO international. But these futuristic speculations will have their time and it is not now considering that there are only two existing chapters and a possible two more in the near future. This committee is not tasked to attempt to project that far, I believe.

Hope that explains my understanding on the existing IGOs.

Let me answer the relationship of IGO in terms of projects in another email.
philian

Attachment (2) Brainstorming/Discussion Sessions

From: Rosalynda [mailto:rosalynda7@yahoo.com]

Sent: Thursday, September 21, 2006 6:35 PM

I would like to commend everyone for their input and their brainstorming ideas.

In addressing Edwin's message below, I would like to offer the following:

The **restructuring committee** was formed to provide a framework to define the relationship between IGO International and the regional/sister chapters which currently exist or which may come into being in the future. The following points should be considered:

- 1) The newly amended CBL should be the *overall* framework to define the relationship between IGO-I and the sister chapters and this should be utilized in your discussions. Prior to IIC-6, the newly amended CBL was released to the COE for their questions and concerns. Atty Lynn Macalingay patiently answered all questions and seemed to satisfy all the misunderstandings various Elders had. It seems to this Elder that the new CBL should be the document we refer to and we need to ratify it ASAP!
2. It should be a BROAD scope, with IGO-I as the "umbrella" of sorts, and the regional chapters relationship under that "umbrella".
3. IGO-I is not attempting to regulate or mandate rules and regs to their sister chapters. Let's decide we will not strain at a gnat and swallow a camel! WE ARE a global organization, founded as such, so we must structure ourselves, as such.

While many of the ideas are great "food for thought", they must be "tackled" later, on a possible re-visiting of this issue. Many of you remember that we discussed the ISP for four months. Then we discussed presidential succession for three months. Our track record in getting projects passed and defined is very poor unless there is a firm time line!

NO DOUBT, there could be dozens of anecdotal "what ifs" asked about the committee's eventual recommendations to the COE. If we allow for all possible contingencies, we might as well expect to finish just before IIC-7 (maybe?) In fact, let us challenge ourselves to not be so presumptions as to believe we can conjure up all possible "what ifs" that may peek through and write them into this document.

Let us be totally honest here! We could complicate this issue and never finish! OR, we can employ the acronym: Keep It Simple! (KIS). We have many other issues that are screaming for our attention : the SEP, continuing ISP funding, CBL ratification, IIC-7, IIC-8, registration as a non-profit, 501 (c)(3) and others.

Please, everyone, do not misunderstand me! I am **NOT** advocating a sloppy, fragmented solution to this issue. But everyone who has been a member of these cyberspace meetings for any length of time, can attest that we sometimes talk an issue to death! I am only one Elder so it is not only MY decision! I do, however, see that we must unite behind our Chairman, Edwin Abeya, and pull together recommendations to submit to the COE.

Attachment (2) Brainstorming/Discussion Sessions

Hopefully, when time has elapsed, the finished product will be 1/2 page of explanations, 1/2 page of recommendations. The US Declaration of Independence was brief and concise and it has served an entire country for >230 years. Let's hope that we can unite together, be brief and succinct and move on. If the document is inadequate, we'll soon know. It will be easy to amend a document that has been employed and we see clearly it's shortcomings than getting again started from scratch.

Edwin, take us forward, sir!

God bless the IGO,

Rosalynnda

From: Elmo L Carino [mailto:elmocarino@shaw.ca]

Sent: Friday, September 22, 2006 2:34 AM

Hi Lyn and all, First of all, thanks for your reply and the other postings you have made. Here are some additional thoughts.

1. I am concerned with your answer that since IGO and IGO USA are considered as one, election of the COE will be done by the whole IGO membership. My opinion is that there would be no guarantee that there would be equal representations of the chapters in the COE as the chapter with the biggest membership would be allotted a larger number of representatives to the Council. In cases of majority rules, of course the chapter with fewer representatives may be overpowered by the bigger chapter. What I would like to see is an International COE that would have equal representations from each chapters, the number of which is to be agreed upon - i.e. your U.S. Senate whereon every states, big or small have equal representation in the body.

2. I find it unsettling at the same time to be using a proposed amended CBL that has not been ratified as yet. What happens then if such amended CBL does not get ratified. We could not really based the actions of the committee on a CBL that has yet to be ratified, could we?

3. I also wish to reiterate my position that there are some members of the committee who have a different idea about the mother organization. Can we ask the CEO who presented the motion for this ad hoc committee to examine the possibilities of expanding the mandate of this committee so we can once and for all complete identifying the relationship of the mother IGO and its chapter by also looking into the effects our discussions and decision could cause.

In Yvonne's posting, it says that if IGO Europe will be organized, it will also be a different situation as you are not talking about IGO by countries but an IGO composed of different countries. This could be a different scenario that could raise some different points to consider as far as relationship is concerned.

These are just my thoughts - I will go along with whatever the consensus of the majority will be.
Elmo Carino

Attachment (2) Brainstorming/Discussion Sessions

From: Elmo L Carino [mailto:elmocarino@shaw.ca]

Sent: Friday, September 22, 2006 2:52 AM

Thanks for your reply -

As the year evolves, things change and for us to be progressive, we should be able to change with the times. Thinking of futuristic issues could makes us look ahead and be ready to adapt to and accept changes. What may work now may now no longer work next year, so as we discuss what is before us, let us not look into the present nor next year but down along the road.

Another point to consider is whatever actions the mother organizations makes would have a cause and effect on the chapters and vice versa. While the chapters are expected to duly inform the mother organization of its workings, it would be basic courtesy for the IGO International to also inform or consult with the chapters of any basic changes in structure and policies , especially in cases where it affects the chapters. My opinion is that it would be the chapters that would make IGO a truly global organization, hence the chapter needs to play a major role in shaping the image of the international IGO.

You all have a good day,

Elmo

From: Edwin Abeya [mailto:eabeya@encore-ng.com]

Sent: Friday, September 22, 2006 11:56 AM

I'll be gone until Sunday evening and won't have access to email. But please continue brainstorming. I've read all your email exchange and I'm pleased that we have more folks sharing their ideas. Some of us are trying to scope/contain this (like me) but some of us have other ideas. That's fine.

After our brainstorming, we really need to buckle down and confine ourselves to what we're supposed to do, per Lynda's email.

I know I have been advocating that we should look at the mission/mission/statement of principles/regional chapter formation of the IGO as our starting point. But I'm sure that some of you, after reading these statements, have more questions and it's really tough to try to come up with recommendations when you don't really know the parameters.

Here's a suggestion. Some of you might want to work on a scenario wherein if an Igorot org were incorporated somewhere in Nobody Island (a place where a regional chapter cannot possibly exist) and wants regional chapter from each country or "political jurisdiction". How would you envision should the relationship be between the Igorot org and its regional chapter? With such unfettered scenario, you'll be flowing with ideas.

Our report:

I'd like to use a format that I'm comfortable with. This is a format that I have used in my last life in the military. Generally the format has the following features.

1. Executive Summary. A synopsis of the project/issue/background/proposal and recommendations. They used to tell me that if you did your executive summary is done right, your boss shouldn't even continue to read the whole report.

Attachment (2) Brainstorming/Discussion Sessions

2. Background.
3. Discussion/opinions. with some sub-titles
4. Recommendations
5. Addendums: Things that may not be part of our mandate but were discussed and we think the COE should look into them.

There are many ways to skin a cat so they say. We all come from various backgrounds and I know that there are other templates out there which are just as good, if not better. But for now, allow me to use this kind of template. When we populate this template and we find out that it is lacking, we'll change, etc.

Have a good weekend folks!!

Edwin

From: Lynn B. Macalingay [mailto:shan42799@comcast.net]
Sent: Friday, September 22, 2006 8:57 PM
To: Edwin Abeya; 'Yvonne Belen'; 'Caridad Fiarod'; 'Ceasar Castro'; 'Claus Nabert'; 'Elmo L. Carino'; 'Fina Pengosro'; 'Gloria Simon'; jdyte@benguet.com; dalnisa1@yahoo.com.au; 'philian'; 'Raleigh Agdaca'
Cc: 'Rosalynda Teckney Callagan'
Subject: Re: Hello!

Hello all,

Actually, Manong Ed, we were thinking more of a jurisdiction which is not a full country but can stand alone (or in fact has some lone-standing organizations). Examples are Hong Kong and Saipan. However, a regional chapter can still be had.

The point why a "regional" chapter (to mean a group of countries or a continent - it wasn't even clear what "regional" meant in the original charter) was redirected in the submitted proposals is because of the control factor. The present IGO (International) set-up is an example enough. Even the registration of the organization itself, for example if we have an IGO-Europe, may prove be an issue itself as different laws of different countries may find certain conflicts. This might also lead to structural issues. But again, if them in Europe could come up with nice suggestions then perhaps the COE should re-consider it.

Just stating an opinion.

Lynn

From: Melchora Chin [mailto:dalnisa1@yahoo.com.au]
Sent: Saturday, September 23, 2006 8:29 AM

Attachment (2) Brainstorming/Discussion Sessions

To: Edwin Abeya; 'Yvonne Belen'; 'Caridad Fiarod'; 'Ceasar Castro'; 'Claus Nabert'; 'Elmo L. Carino'; 'Fina Pengosro'; 'Gloria Simon'; jdyte@benguet.com; 'Lynn Macalingay (shan42799@comast.net)'; 'philian'; 'Raleigh Agdaca'
Cc: 'Rosalynda Teckney Callagan'
Subject: RE: Hello!

Hello to all,

This formation of ICBE in Europe is the same with the Filipino groups here in Queensland where we have all different Filipino Associations but binded together by an "Umbrella Group" called Filipino Community Council Inc. of Queensland that is recognised by the Government of Queensland and a member of the Ethnic Community Councils Inc. of Queensland.

Please allow me to share with you how we came up with this "Umbrella Organisation" .

FCCQ INC. (Filipino Community Council Inc. of Queensland) in a Nutshell.

The past two and a half decades witnessed the group of the Filipino Community as one of the biggest groups in Queensland. Catering to the social, cultural, welfare and spiritual needs of the Filipino community, various volunteer-based groups and organisations were established throughout the states. In 1988, nineteen Filipino-Australian organisations were identified statewide. Majority of these were unstructured, informal and set up for social purposes only. Given the size of the Filipino Community, its unique characteristics and increasing needs, the Filipino organisations need links for a more coordinated, integrated and responsive approach to community action. In September that year, interested groups in Brisbane (in consultation with various groups across the state) initiating the concept of a coordinating body. An Interim Committee met monthly, consulted with identified groups, drafted a constitution and arranged combined functions. On August 27, 1989, the First Annual General Meeting was held. Subsequently, the Filipino Community Coordinating Council of Queensland was formally established as a non- party, non-sectarian umbrella group. The aims and objectives of the Council as detailed in its Constitution (sanctioned by the Department of Justice under the Associations Incorporating Act and Regulations) are:

- to foster and encourage the promotion of the Filipino heritage, culture, community welfare, products and achievements in Queensland;
- to assist in the integration and settlement of Filipino-born Australians;
- to develop a consistent program of support among and within the community;
- to visit and consolidate links with interested groups and similar interstate organisations, and to coordinate combined functions and activities;
- to encourage the participation in multicultural and inter-recreational activities; and
- to develop resources and eventually acquire and/to administer to community facilities.

Relationship of FCCQ with its member organisations;

5. Each organisation pays a yearly membership fee to FCCQ which is \$25.00
6. Each organisation is represented to the council by two representatives.

Attachment (2) Brainstorming/Discussion Sessions

7. Members of the Executive committee are elected from these representatives through secret ballots. Representatives are allowed one vote to each members of the Executive Committee.
8. Member organisations are autonomous in the Umbrella group.

Although, this structure is not for an international organisation, the concept is the same, which is the building of a harmonised relationship between FCCQ and its member organisations.

I hope this sharing has relevancy in what we are talking about. For to me, unless we have an organisation which we can all accept as the IGO-International that has a different entity then and only then can we talk about relationships for I can't see how we can talk about a relationship with an organisation which to me is still considered a defacto IGO-USA to become the IGO-International with a CBL that is fitted for IGO-USA. With due respect to the late Rex Botengan whom we honor as the "Father Of IGO", creating a different structure for an IGO-International is not deviating away from the VMGA (visions, missions, goals and aims) of the former IGO but for the purpose of binding the different IGO organisations, from different countries together, to form a Strong United IGO-International organisation, whose constitution was/will be drafted **By** the representatives **From** the different country IGO organisations to be use as guidelines **For** the member organisations.

My share of thoughts and ideas since this is still brainstorming period.
Mel

From: Melchora Chin [mailto:dalnisa1@yahoo.com.au]
Sent: Saturday, September 23, 2006 10:37 AM
To: Edwin Abeya; 'Elmo L Carino'; 'philian weygan'; 'Caridad Fiarod'; 'Fina Pengosro'; 'Yvonne Belen'; 'Ceasar Castro'; 'Claus Nabert'; 'Gloria Simon'; jdyte@benguet.com; 'Lynn Macalingay (shan42799@comast.net)'; 'Raleigh Agdaca'; 'philian weygan'
Cc: 'Rosalynda Teckney Callagan'
Subject: RE: Brainstorming

Hello Ed and all,

It seems ironic that we should be discussing and brainstorming on relationship between IGO and the chapters when there is no such legal binding of the chapters, just like "putting the cart before the horse".

Edwin, I agree with some of your answers to the questions on your Q&A section.

1. Agree. But should still comply with principles and objectives.
2. Yes. Membership fee should be paid by chapters to be set by the chapters to offset administration expenses by the "Mother IGO" There should not be an individual membership fee to IGO as they should be paid to Regional Chapters. What do we consider as Regional Chapters?
3. Yes.

Attachment (2) Brainstorming/Discussion Sessions

4. Agree. The Regional chapters will have full and complete control of any projects it undertakes without approval of IGO or any other chapter except request for guidance purposes only.
5. Agree. Each region has its own circumstance and ideology, laws and customs.
6. Being a Chapter member of IGO has many advantages; A United Voice, Strength and Recognition as an International Organisation.
7. This is where the CBL will have to be changed if the set up of the new organisation comes to fruition.
8. The COE as under the Present Structure will become obsolete and new COE will be nominated by the member chapters.
9. As for question 8.
 - As for relationship between chapters and IGO (International). IGO (I) should only act as: Coordinator, Guidance, Councillor and Support for the Chapters endeavours.
 - As for the interaction between chapters. They shall treat with respect each others decision for handling projects. The chapter that funds or take on a project should have complete control and management of such project. There is a comment in "Birth Of The Philippine IGO Chapter" that is disturbing. Quote; "At the same time any activity planned by IGO for the benefit of the Philippine Community and members should also be through the Philippine Chapter". That is one area where the relationship will have to be sorted out as I am sure no chapter or anybody for that matter will donate any finances.

It is time to reflect and give serious thoughts about the future and where IGO is going. Until we restructure now and make IGO attractive for other regions to form chapters and join IGO we will stagnate and wither. Other regions are forming Umbrella Groups, eg. Europe, IGO will become irrelevant. But this is for another time to give consideration to.

Just sharing some personal views,
Mel

Edwin Abeya <eabeya@encore-ng.com> wrote:
Elmo and others,

Thanks for your thoughts.

That (re MOAs) is an example of what I'd like for this committee to discuss. Example: If there is a project in which an MOA or MOU is needed between an 'implementing' regional chapter and other parties, do we need IGO to be part of the project? To me, IGO doesn't need to be part of it and the regional chapter should be the party identified in the MOA.

Let's come up with a Q&A: (These are just my thoughts)

1. Does the regional chapter have to abide by the CBL related to its structure of officers?

Attachment (2) Brainstorming/Discussion Sessions

Ans: No. Regional chapters are in a better position to know what's good for them as far as the structure of officers is concerned. IGO requires that regional chapters should abide by the mission/vision of IGO, and the guidelines set forth in the CBL related to chapter formation and statement of principles and objectives.

2. Should there be a regional membership fee to the IGO? How much? What for?

Ans: Yes. \$200/year. For being a regional chapter carrying the term IGO, linkage to the IGO website to announce events and activities within your chapter, a free copy of the Igorot.

3. Say an existing organization wants to be a regional chapter (say BIBAK Sak-en), does it have to change its name to IGO Sak-en?

Ans: BIBAK Sak-en will have to change its name to IGO Sak-en.

4. If a regional chapter takes on a project, will IGO have to control and approve all the actions that the regional chapter have to do?

Ans: No. When a regional chapter takes on a project, they are responsible from start to finish. IGO will assist in every way possible in informing members of the IGO net regarding the project, promote fund raising, advertise such project in the IGO website, etc. IGO asks that the regional chapter provides updates to IGO so that it can also update its website, etc.

5. Can a regional chapter deviate from the IGO's mission/vision, statement of principles as they form their by-laws.

Ans. Regional chapters may add more in their statement of principles, purposes/objectives but IGO asks that the core principles of the IGO's by-laws be kept included in their by-laws. Suggest that prospective regional chapter submit their draft by-laws to IGO for review and concurrence.

6. If you are empowering regional chapters to be pretty much an autonomous entity, why even bother being a chapter of IGO?

Ans. Good question...I don't know..Lynn, can you answer this. (Let's see if anyone is reading what I'm writing here.)

7. In the by-laws of the IGO it states: Chapters shall maintain autonomy within their own spheres of jurisdiction in terms of organizational setup, administration, grievance procedures, new ventures and such analogous endeavors, except for membership requisites and on matters which the Council of Elders (COE) shall deem to be within the ambit of IGO wherein these provisions shall primarily govern. What does it really mean? It seems the COE has a free hand on what they think is within the ambit of IGO. Please clarify.

Ans: May Lynn can reply to this.

8. Can an officer of a regional chapter be elected as a member of the IGO council of elders?

Ans. Currently, the CBL of the IGO does not preclude officers of regional chapters to be elected IGO Council of Elders.

9. Shouldn't be make-up of the Council of Elders be representatives from regional chapters? If not, shouldn't they be?

Attachment (2) Brainstorming/Discussion Sessions

Ans. Currently, the CBL of the IGO does not require that its council of elders to be regional chapter members. Yes, the composition of the COE should be representative of the regional chapters.

Just some thoughts.
Edwin

From: Gloria Simon [<mailto:galyaodi@yahoo.com>]
Sent: Saturday, September 23, 2006 12:34 PM
To: eabeya@encore-ng.com; car123fiar@yahoo.com; cecastro@shaw.ca; nabertc@aol.com; elmocareno@shaw.com; nothingcouldbefina@yahoo.com; jdyte@benguet.com; shan42799@comcast.net; dalnesal@yahoo.com.au; philian@moz.com; raleigh.agdaca@ato.gov.au; tokwifi_yvonne@yahoo.com
Cc: rosalynda7@yahoo.com; bacdayan@aol.com
Subject: Fwd: RE: Brainstorming

Dear Honorable members of the Ad Hoc Committee,

I made a comment earlier that seems far fetch from the intent of the creation of the Ad Hoc Committee.

But let me clarify where I am coming from.

First of all the CBL is a well written document.

THANKS AGAIN TO LYNN AND HER COMMITTEE.

I would like to take off from Raleigh's comments because he hit the main points.

My comments will be in CAPITAL LETTERS as I am not good at "colors or coloring inside the lines...yet."

--- "Agdaca, Raleigh" <Raleigh.Agdaca@ato.gov.au>
> wrote:
>
>> Hello all
>>
>> This committee was tasked to define the kind of relationship we want
>> between IGO (International, mother, umbrella or whatever you want to
>> call it) and IGO (regional, chapter. . .). I
> suggest
>> we stick to that.
> -----
> MY COMMENT IS AS FOLLOWS:

Dr. Bacdayan sent a message before and I am bringing it up for consideration.

> REFERENCE DR. BACDAYANS MESSAGE:

Attachment (2) Brainstorming/Discussion Sessions

- >
- > THE PRESENT SET UP(REFERRING TO THE CURRENT IGO)IS OUTMODED AND FAST
- > BECOMMING A RELIC OF HISTORY.---IT RAISES THE SPECTER OF THE POWERFUL
- > LORDING IT OVER THE WEAK ETC.---THE NEW BODY, IGO, WILL GROW OUT OF THE DIFFERENT REGIONAL/CHAPTERS---. THIS NEW BODY, THE
- > IGOROT INTERNATIONAL COUNCIL CONSIST OF DELEGATES/REPRESENTATIVES FROM REGIONAL/CHAPTERS THAT
- > ARE INDEPENDENT OF EACH OTHER AND THE INTERNATIONAL BODY.{Please read
- > Manong Albert's message for its too long to repeat it here.(Please don't do unto me what was done to the POPE.)

> My understanding:

FORMATION OF AN INTERNATIONAL
> COUNCIL, KNOWN AS "IC".

THE MEMBERS:

- > ARE REPRESENTATIVES FROM THE REGIONAL/CHAPTERS. THE NUMBERS WILL HAVE
- > TO BE DETERMINED. We now have the Philippines, Australia and Canada is
- > practically formed(Am I right Agpad). Others will be added as they are
- > formed. THE ORGANIZATIONAL STRUCTURE IS "A ROUND TABLE" OR DAP-AY AND NOT "A PYRAMID."

LOCATION: WHEREVER THE "DAP-AY" IS.

- > THE "IC" WILL EXIST LIKE THE "UN." IT WILL NEED A SPACE SOMEWHERE TO
- > OPERATE. WHICH AND WHERE THE DAP-AY IS WILL NEED TO BE DECIDED. IT
- > COULD BE WHERE
- THE CHAIRPERSON IS OR CYBERSPACE.

> -----

>

- >> If there are any other issues that is outside that function, I think
- >> it should be brought to the attention of the COE.

>>

- >> The committee, I believe was formed on the understanding that the
- >> IGO based in the USA is IGO International, the mother organization
- >> or the umbrella organization of other IGOs. I believe
- > this was the intention of the founding fathers and

Attachment (2) Brainstorming/Discussion Sessions

that is reflected in the current CBL and the proposed CBL. I would also suggest that IGO Phil was constituted on that understanding - that it is a chapter of IGO (based in USA). I can say that IGO Aus was formed on that basis.

I FULLY AGREE WITH YOU. I THOUGHT THAT'S WHAT WE WERE DOING." I ALWAYS THOUGHT IN THE BEGINNING THAT THE IGO THAT WAS CONCEIVED AND BORN IN THE USA WAS "IT". IT HAPPENED TO BE ESTABLISHED SOME WHERE AND OPERATE LAWFULLY SOMEWHERE AND USA HAPPEN TO BE THE "BIRTH PLACE OF IGO."

> BUT THE STATEMENT BELOW STRIKES A BAD CORD ON SOME PEOPLE AS
> "LORDING. USA? MOTHER??WE ARE GROWN UP?
> WE HAVE WE MATURED---"
>

>> So may I suggest that we agree, at least for this exercise, that IGO
>> based in USA is the 'mother' organization?
>

> DO ALL? DO WE? AGREE??

IF NOT THEN A

> A 'CHARTER' OF AGREEMENT AMONGST THE FORMED CHAPTERS MUST BE ENTERED
> INTO. THE CURRENT CBL CAN BE LOOKED INTO AND REMOVE WHAT IS NOT
> ACCEPTABLE OR APPLICABLE TO THE OTHERS.
>
> THE IGO USA BECOMES A REGIONAL CHAPTER WITH THE CURRENT CBL.

> "THE CURRENT COE BECOMES AN INTERIM DURING THIS FORMATION"

>
>> Otherwise, I don't think we
>> can proceed in discussing the task of this committee.
>>
> "YOU ARE RIGHT" THIS "RELATIONSHIP" BETWEEN THE "I G O" AND THE
> CHAPTERS/REGIONAL MUST BE DEFINED.
> To my understanding that was our task.

"FUNCTION FOLLOWS FORM."

THE INTERNATIONAL COUNCIL HAS INNATE EXECUTIVE, LEGISLATIVE, AND JUDICIARY POWERS.(THESE CAN BE SPELLED OUT AND AGREED UPON AND

Attachment (2) Brainstorming/Discussion Sessions

RATIFIED BY ALL MEMBERS. IF THE CURRENT CBL COVERS ALL OF THESE. ITS ALL DONE.

INTERNATIONAL COUNCIL JURISDICTION:

ALL MATTERS THAT AFFECTS IGO INTERNATIONALLY.
ALL MATTERS BROUGHT TO THE ATTENTION OF THE IC BY ANY REGION OR CHAPTER THAT REQUIRES ASSISTANCE, AID, INTERVENTION, AND ETC.

REGIONAL OR CHAPTER JURISDICTION:

ALL MATTERS THAT ARE LOCAL IN NATURE ARE WITHIN THE REGION/CHAPTER'S JURISDICTION.

COMMUNICATION LINKAGE:

AS IN THE "DAP-AY", THERE IS INTERACTION.

INFORMATION DISSEMINATION, GIVING, RECEIVING AND LEARNING.

IS IT FOR INFORMATION ONLY OR IT REQUIRES ACTION BY IC?

ANY MATTER PERTAINING TO EXECUTIVE, LEGISLATIVE, AND JUDICIARY ARE DISCUSSED AND DECIDED.

GOALS AND INITIATIVES:

DEVELOP STRATEGIC PLAN.

PERFORMANCE IMPROVEMENT; EVIDENCE BASED

WHAT DO YOU WANT TO DO?

WHO ARE GOING TO DO IT? IS IT INTERNATIONAL? IS IT LOCAL? IS IT BOTH?

WHICH PART IS IC AND WHICH PART IS LOCAL? WHOSE JURISDICTION IS WHICH PART AND WHO IS RESPONSIBLE FOR WHAT PART.

DEFINE SUCCINCTLY FOR TRANSPARENCY.

HOW ARE YOU GOING TO DO IT?

WHERE DO YOU WANT IT DONE?

WHEN DO YOU WANT IT AND TARGET DATE?

EVALUATION OF PERFORMANCE; EVIDENCE BASED.

Attachment (2) Brainstorming/Discussion Sessions

MEMBERSHIP:

BY INDIVIDUAL. THIS IS TO ACCOMODATE THOSE WHO ARE NOT OR CAN NOT BE IN A CHAPTER. IF BY CHAPTER THIS HAS TO BE DEFINED AND AGREED UPON.

DR. BACDAYAN, I HOPE I DID JUSTICE WITH YOUR MESSAGE AS I TRIED TO OPERATIONALIZE YOUR CONCEPT. BY ALL MEANS PLEASE FEEL FREE TO CONTACT ME OR INTERJECT IF THE CHAIR DOES NOT MIND.

> Thank you ALL.
> Gloria

From: Lynn B. Macalingay [mailto:shan42799@comcast.net]
Sent: Saturday, September 23, 2006 4:31 PM
To: Melchora Chin; Edwin Abeya; 'Yvonne Belen'; 'Caridad Fiarod'; 'Ceasar Castro'; 'Claus Nabert'; 'Elmo L. Carino'; 'Fina Pengosro'; 'Gloria Simon'; jdyte@benguet.com; 'philian'; 'Raleigh Agdaca'
Cc: 'Rosalynda Teckney Callagan'
Subject: Re: Hello!

Hello all,

Let me share some opinions in reply to some of the points raised by Manang Mel below - (my rejoinder in blue -)

xxx

Hello to all,

This formation of ICBE in Europe is the same with the Filipino groups here in Queensland where we have all different Filipino Associations but binded together by an "Umbrella Group" called Filipino Community Council Inc. of Queensland that is recognised by the Government of Queensland and a member of the Ethnic Community Councils Inc. of Queensland.

In principle, perhaps. One has members in a single country, however, while the other will have members coming from different countries. Anyway, no point of argument here.

Please allow me to share with you how we came up with this "Umbrella Organisation" .

xxx

I hope this sharing has relevancy in what we are talking about. For to me, unless we have an organisation which we can all accept as the IGO-International that has a different entity then and only then can we talk about relationships for I can't see how we can talk about a relationship with an organisation which to me is still considered a defacto IGO-USA to become the IGO-International with a CBL that is fitted for IGO-USA. With due respect to the late Rex Botengan whom we honor as the "Father Of IGO", creating a different structure for an IGO-International is not deviating away from the VMGA (visions, missions, goals and aims) of the former IGO but for the purpose of binding the different IGO organisations, from different countries together, to

Attachment (2) Brainstorming/Discussion Sessions

form a Strong United IGO-International organisation, whose constitution was/will be drafted **By** the representatives **From** the different country IGO organisations to be use as guidelines **For** the member organisations.

My share of thoughts and ideas since this is still brainstorming period.
Mel

Nice thoughts indeed! Let me chip in some, however:>)).

The organization we know as IGO based here in the US is NOT a de facto IGO-USA. Technically, it is a DE JURE IGO-USA (having been duly created) if we are to primarily consider its place of incorporation (although of course its registered name, per Manong Edwin, is plain IGO). I hope we don't confuse ourselves by these terms. Now, a lot of us here insist that if they have their way then we should create ANOTHER IGO-International. Granting en arguendo that we do that, is this a guarantee that IGO will perform better? Who would compose its COE, structures, etc. Where would it be incorporated (at least to give it a corporate identity)? And so on and so forth. That would take us back to square one. Nothing gained, everything lost. All for a perceived structural flaws which is, pardon my saying so, more imagined than real - based on what IGO has gone through already?

Having said that, can we not just keep it simple and acknowledge the existing IGO as IGO International (in fact, it has been THE de facto IGO-International for a long time and it amazes me why these issues on its status are being raised now.) I believe it is easy to consider it - unless we are more concerned about structural perfection rather than focusing on the substantive good that the organization can achieve (with the current setup). Unless and until we keep it simple, however, there will always be a distance between us Igorots worldwide. The very same purpose of IGO - to bridge such distances - seems to be constantly overshadowed here by our insistence of seemingly looking things in "western" fashion. Yes, we could revisit this issue over and over again, and yet where would that take us - nowhere.

Anyway, these are also just my opinion.

xxx

From: Lynn B. Macalingay [mailto:shan42799@comcast.net]
Sent: Saturday, September 23, 2006 5:28 PM
To: Edwin Abeya; 'Elmo L Carino'; 'philian weygan'; 'Caridad Fiarod'; 'Fina Pengosro'; 'Yvonne Belen'; 'Ceasar Castro'; 'Claus Nabert'; 'Gloria Simon'; jdyte@benguet.com; dalnisa1@yahoo.com.au; 'Raleigh Agdaca'; 'philian weygan'
Cc: 'Rosalynda Teckney Callagan'
Subject: Re: Brainstorming

Hello Mang Ed and all,

I am catching up with all these e-mails. My rejoinder in red -

Attachment (2) Brainstorming/Discussion Sessions

xxx

Elmo and others,

Thanks for your thoughts.

That (re MOAs) is an example of what I'd like for this committee to discuss. Example: If there is a project in which an MOA or MOU is needed between an 'implementing' regional chapter and other parties, do we need IGO to be part of the project? To me, IGO doesn't need to be part of it and the regional chapter should be the party identified in the MOA.

Let's come up with a Q&A: (These are just my thoughts)

1. Does the regional chapter have to abide by the CBL related to its structure of officers?

Ans: No. Regional chapters are in a better position to know what's good for them as far as the structure of officers is concerned. IGO requires that regional chapters should abide by the mission/vision of IGO, and the guidelines set forth in the CBL related to chapter formation and statement of principles and objectives.

I agree. That's part of the autonomy of chapters.

2. Should there be a regional membership fee to the IGO? How much? What for?

Ans: Yes. \$200/year. For being a regional chapter carrying the term IGO, linkage to the IGO website to announce events and activities within your chapter, a free copy of the Igorot.

The amount suggested might be too much. In the Philippines, that is a great deal. Not that I am not saying that they can't comply, but I believe the amount would be more practical is lessened.

3. Say an existing organization wants to be a regional chapter (say BIBAK Sak-en), does it have to change its name to IGO Sak-en?

Ans: BIBAK Sak-en will have to change its name to IGO Sak-en.

Well. . . it is always basic that a chapter will have some form of being "related" to the mother org.

4. If a regional chapter takes on a project, will IGO have to control and approve all the actions that the regional chapter have to do?

Ans: No. When a regional chapter takes on a project, they are responsible from start to finish. IGO will assist in every way possible in informing members of the IGO net regarding the project, promote fund raising, advertise such project in the IGO website, etc. IGO asks that the regional chapter provides updates to IGO so that it can also update its website, etc.

I have given my ideas in my first posting (da beri long wan).

5. Can a regional chapter deviate from the IGO's mission/vision, statement of principles as they form their by-laws.

Attachment (2) Brainstorming/Discussion Sessions

Ans. Regional chapters may add more in their statement of principles, purposes/objectives but IGO asks that the core principles of the IGO's by-laws be kept included in their by-laws. Suggest that prospective regional chapter submit their draft by-laws to IGO for review and concurrence.

True. It is but fitting that a chapter's continued existence as such (and that of using the IGO identity) is if it continuously conform with IGO's pre-determined policies.

6. If you are empowering regional chapters to be pretty much an autonomous entity, why even bother being a chapter of IGO?

Ans. Good question...I don't know..Lynn, can you answer this. (Let's see if anyone is reading what I'm writing here.)

He-he, well, let me try. In the first place, membership with IGO is purely voluntary. Nobody is being forced to join, but everybody is being invited. Why some refuse to join is perhaps based on personal or situational reasons. IGO was established as an organization, and one of its "dream points" is to unite IGOs worldwide. One way of doing such is to invite others and continually do so where there are Igorots. If such others do agree with what IGO stands for, then they are free to join - either individually or forming their own (eventually a chapter). Since they are part of the whole, they must abide by the original principles set forth by the original organization. IGO is after all still an organization and as such it has rules - which can produce a "cause-and-consequence" effect.

The original organization, however, wants its chapters to be proactive. That can only mean that chapters should be able to move "freely" in certain areas. But this is not absolute. (As stated above, there are rules set forth by the original organization. That's the prerogative of an original founding body - although this should be viewed within the context of which organization has a moral seniority over the others.) This free-rein principle on the part of the chapter then needs to be defined.

AND THIS IS WHAT THIS COMMITTEE SHOULD BE FOCUSING ON.

7. In the by-laws of the IGO it states: Chapters shall maintain autonomy within their own spheres of jurisdiction in terms of organizational setup, administration, grievance procedures, new ventures and such analogous endeavors, except for membership requisites and on matters which the Council of Elders (COE) shall deem to be within the ambit of IGO wherein these provisions shall primarily govern. What does it really mean? It seems the COE has a free hand on what they think is within the ambit of IGO. Please clarify.

Ans: May Lynn can reply to this.

Certainly. It really means, simply, that there are matters which chapters can go about sans any go-signal from the IGO COE. If you notice, the words are couched in general terms - this was intended to be self-defining as time will go by. What this will be interpreted to mean these days might be different tomorrow, hence can be susceptible to change (but the principle might remain the same).

Attachment (2) Brainstorming/Discussion Sessions

And, certainly, it is the COE which has a free hand on such interpretation (ala supreme court - who else will do it anyway). It is the wisdom of such council which will be the guiding light as to how these matters are to be interpreted and implemented (which the Legal Committee can be a good source of info). In short, the COE will have the last word on any issue regarding interpretation of, among others, the CBL.

Here's an example of how this may work. In Philippine jurisprudence law, there is an existing case law (People versus Cayat) which has never been overturned (hence, should be considered law per se). This law in the main states that Igorots are not allowed to drink - in public places - any other drink except our native brews. To do so would be a criminal act (Cayat here was an Igorot who got drunk [drinking 'mainstream juice' in the City of Baguio and got penalized for it - ergo, he was considered "criminal"). This case, while still "in the books" so to speak, obviously does not hold water these days.

Thus, it is not easy being a member of the COE:>)). Their wisdom would dictate on how the IGO will work out.

8. Can an officer of a regional chapter be elected as a member of the IGO council of elders?

Ans. Currently, the CBL of the IGO does not preclude officers of regional chapters to be elected IGO Council of Elders.

I agree.

9. Shouldn't be make-up of the Council of Elders be representatives from regional chapters? If not, shouldn't they be?

Ans. Currently, the CBL of the IGO does not require that its council of elders to be regional chapter members. Yes, the composition of the COE should be representative of the regional chapters.

It could be a good option, why not? The reason the committee did not opt for this is because of practical reasons, not necessarily viability. See, it can happen that chapters will have different dates for general elections, which may not jibe with the election of the IGO COE, such that there could be delays in sending in their representatives. A delay of course would mean - a delay met laeng (he-he). Too, chapters can have (or opt for) different tenures of their reps, etc. etc. etc. and this could affect a quorum as we know it. Also, while we are not saying it is absolutely true, chapter reps can have the tendency to look out first for their individual chapter's interests. Politicking is what we are trying to minimize here. Which is why we suggested that there be representations from chapters but limited in number. This way, the continued operation of the IGO COE will be unhampered. This is not, again of course, not written in stone.

Just some thoughts.

Edwin

Just also my thoughts - no more no less.

Lynn

Attachment (2) Brainstorming/Discussion Sessions

From: philian weygan [mailto:philian@mozcom.com]

Sent: Sunday, September 24, 2006 4:41 AM

To: Elmo L Carino; philian weygan; Agdaca, Raleigh; Edwin Abeya; Caridad Fiarod; Ceasar Castro; Claus Nabert; Fina Pengosro; Gloria Simon; jdyte@benguet.com; Lynn Macalingay (shan42799@comast.net); dalnisa1@yahoo.com.au; philian; Yvonne Belen; arhgiel

Cc: Rosalynda Teckney Callagan

Subject: Re: FW: Brainstorming

Elmo and all..

Thanks. in some organizations that I am involved in a the CBL can be amended in three years or so because of new changes. But as Lynn explained the Chapters are active in the international likewise the international may have it's presence in the national/local or cluster IGO.

philian

At 02:52 PM 9/22/2006, Elmo L Carino wrote:

Philian and All,

Thanks for your reply -

As the year evolves, things change and for us to be progressive, we should be able to change with the times. Thinking of futuristic issues could makes us look ahead and be ready to adapt to and accept changes. What may work now may now no longer work next year, so as we discuss what is before us, let us not look into the present nor next year but down along the road.

Another point to consider is whatever actions the mother organizations makes would have a cause and effect on the chapters and vice versa. While the chapters are expected to duly inform the mother organization of its workings, it would be basic courtesy for the IGO International to also inform or consult with the chapters of any basic changes in structure and policies , especially in cases where it affects the chapters. My opinion is that it would be the chapters that would make IGO a truly global organization, hence the chapter needs to play a major role in shaping the image of the international IGO.

You all have a good day,

Elmo

From: philian weygan [mailto:philian@mozcom.com]

Sent: Sunday, September 24, 2006 5:19 AM

To: Edwin Abeya; 'Elmo L Carino'; 'philian weygan'; 'Caridad Fiarod'; 'Fina Pengosro'; 'Yvonne Belen'; 'Ceasar Castro'; 'Claus Nabert'; 'Gloria Simon'; jdyte@benguet.com; 'Lynn Macalingay (shan42799@comast.net)'; dalnisa1@yahoo.com.au; 'Raleigh Agdaca'; 'philian weygan'; arhgiel

Cc: 'Rosalynda Teckney Callagan'

Subject: RE: Brainstorming

Greetings all...

Attachment (2) Brainstorming/Discussion Sessions

my response within the text..

At 07:14 AM 9/22/2006, Edwin Abeya wrote:

>Elmo and others,

>

>Thanks for your thoughts.

>

>That (re MOAs) is an example of what I'd like for this committee to

>discuss. Example: If there is a project in which an MOA or MOU is

>needed between an 'implementing' regional chapter and other parties, do

>we need IGO to be part of the project? To me, IGO doesn't need to be

>part of it and the regional chapter should be the party identified in the MOA.

>

>Let's come up with a Q&A: (These are just my thoughts)

>

>1. Does the regional chapter have to abide by the CBL related to its

>structure of officers?

>Ans: No. Regional chapters are in a better position to know what's good

>for them as far as the structure of officers is concerned. IGO requires

>that regional chapters should abide by the mission/vision of IGO, and

>the guidelines set forth in the CBL related to chapter formation and

>statement of principles and objectives.

YES, the chapter will abide with the VMG NO. The chapter may or may not abide with the org structure of the international org.

>

>2. Should there be a regional membership fee to the IGO? How much? What for?

>Ans: Yes. \$200/year. For being a regional chapter carrying the term

>IGO, linkage to the IGO website to announce events and activities within

>your chapter, a free copy of the Igorot.

As of the moment we only have individual membership. Should regional membership be

imposed than the individual membership collected by international will cease to be collected,

however, members registered in the local should become members of the international with the organizational membership.

Philippine context, each year we remit at least \$400 to the international and we retain \$400 with the proposed \$200 that should be a much better scheme because it is the organization which pays and not the individuals.

YES, the regional chapter membership should be recognized in IGO.

>3. Say an existing organization wants to be a regional chapter (say

Attachment (2) Brainstorming/Discussion Sessions

>BIBAK Sak-en), does it have to change its name to IGO Sak-en?

>Ans: BIBAK Sak-en will have to change its name to IGO Sak-en.

YES, a change in name should be necessary or they chapter may opt to have two names. There should be no restriction in IGO on having a chapter with two names.

>4. If a regional chapter takes on a project, will IGO have to control and approve all the actions that the regional chapter have to do?

>Ans: No. When a regional chapter takes on a project, they are responsible from start to finish. IGO will assist in every way possible in informing members of the IGO net regarding the project, promote fund raising, advertise such project in the IGO website, etc. IGO asks that the regional chapter provides updates to IGO so that it can also update its website, etc.

>I already made some recommendations on this one.

a. participation

An organization linking with a chapter in the country or region should limit its participation in terms of projects - by being a facilitator, funder and a member of the evaluation and monitoring. Let the local chapter be the manager. Meaning, operational actions and decision making rest on the local chapter. The International organization or sister IGO need not necessarily be the decision making in the operations., however, in the monitoring aspect, the outside organization can evaluate if the local organization is in line with the VMGO of the projects and programs.

b. Reports

As such the local chapter and international/mother org will both agree on frequency, nature and type of reports to be shared.

c. Fundraising and promotion

Promotion and fund raising is responsibility of both

d. Conceptualization

Projects jointly undertaken by international and local should agree on the basic concepts and components of the projects before it will be jointly undertaken.

>

>5. Can a regional chapter deviate from the IGO's mission/vision, statement

>of principles as they form their by-laws.

>Ans. Regional chapters may add more in their statement of principles,

>purposes/objectives but IGO asks that the core principles of the IGO's

>by-laws be kept included in their by-laws. Suggest that prospective

>regional chapter submit their draft by-laws to IGO for review and concurrence.

>The basic provisions of the CBL should be adhered to.

>

>6. If you are empowering regional chapters to be pretty much an autonomous

>entity, why even bother being a chapter of IGO?

Attachment (2) Brainstorming/Discussion Sessions

>Ans. Good question...I don't know..Lynn, can you answer this. (Let's see
>if anyone is reading what I'm writing here.)
>Regional/country chapters may actually be empowering an international
>body. Existing organizations who may want to register as IGO chapter would
>mean they want to participate in the projects and programs. (Now, I think
>I should start recalling some words of Uncle Rex....)

>
>7. In the by-laws of the IGO it states: Chapters shall maintain autonomy
>within their own spheres of jurisdiction in terms of organizational setup,
>administration, grievance procedures, new ventures and such analogous
>endeavors, except for membership requisites and on matters which the
>Council of Elders (COE) shall deem to be within the ambit of IGO wherein
>these provisions shall primarily govern. What does it really mean? It
>seems the COE has a free hand on what they think is within the ambit of
>IGO. Please clarify.
>Ans: May Lynn can reply to this.

>
>8. Can an officer of a regional chapter be elected as a member of the IGO
>council of elders?
>Ans. Currently, the CBL of the IGO does not preclude officers of regional
>chapters to be elected IGO Council of Elders.

A question on the question: do you mean the organization is the officer or
a member of the COE?

In the Philippine context, it is the other way around. Those elected in the
international COE automatically becomes COE of IGO Philippines. I am
talking of individual members. The reason we did this is to prevent
non-active members of IGO P to be repressing the Philippine issues. We
require COE of international to be active in the local chapter.

>9. Shouldn't be make-up of the Council of Elders be representatives from
>regional chapters? If not, shouldn't they be?
>Ans. Currently, the CBL of the IGO does not require that its council of
>elders to be regional chapter members. Yes, the composition of the COE
>should be representative of the regional chapters. IF the membership is
>regional, then the COE should come from those elected within the regions.
>These will be sent to the international as the representatives of the
>region to the COE.

If membership remain to be individual, then the regional chapters recommend
to the international body their representatives and the general assembly
elect the COE. This was the intention of Uncle Rex in the St. Louis
election, however, since the other countries did not make pre-listing and
nominations then it was only Philippines who pre-screened and recommended

Attachment (2) Brainstorming/Discussion Sessions

their nominees. The only deviation was when those not in the list but were present during IIC5 became COE. There are pros and cons.

hope I understood the questions well...philian..

-----Original Message-----

From: John Dyte [<mailto:jdye@benguet.com>]

Sent: Monday, September 25, 2006 2:28 AM

To: Edwin Abeya; 'Agdaca, Raleigh'; 'Yvonne Belen'; 'Caridad Fiarod'; 'Ceasar Castro'; 'Claus Nabert'; 'Elmo L. Carino'; 'Fina Pengosro'; 'Gloria Simon'; 'Lynn Macalingay (shan42799@comast.net)'; dalnisa1@yahoo.com.au; 'philian'

Cc: Rosalynda Teckney Callagan

Subject: RE: Brainstorming

Thanks Raleigh,

Boy that was a lot of reading. I am trying to reduce what I have read in the word doc that Ed compiled into one liners so that we can merge similar comments and bubble what is important but as the discussions continued, it narrowed into a focus on relationship only and then went into detail. I stopped at that point because it was time for a consensus.

By Rosalynda's email, we must remain with the CBL even before ratification. This implies

1. There is only one IGO.
2. This IGO can have chapters. Two currently exist, Australia and Philippines.
3. IGO International is out of scope of this adhoc committee.
4. The chapters are independently incorporated in their local area. Compliance is currently by mutual consent.
5. This committee is being asked to define a framework or guideline that explains how IGO should request the chapters to implement an initiative and how the chapters should interpret requests by IGO. This implies that the same guideline define how the chapters request IGO to handle a Chapter's request and how IGO should handle a Chapter's request.

Please let us all know by short replies if you accept these limitations to the discussion. If you do not, please let us know in short lines what we must consider.

If we agree to these, I will go back to the various emails and extract only relevant points in each post. Ed can then merge those points and ask for further discussion on certain points. When we have all discussed to Ed's satisfaction, he can lay out the important points and we can assign someone to pen the framework. We would all read and approve it for submission.

Please save your lengthy explanations when your particular point is up for discussion. We need to check our bearings at this point.

Attachment (2) Brainstorming/Discussion Sessions

John

From: Caridad Fiarod [<mailto:car123fiar@yahoo.com>]
Sent: Tuesday, September 26, 2006 4:01 AM
To: Edwin Abeya; 'Elmo L Carino'; 'philian weygan'; 'Fina Pengosro'; 'Yvonne Belen'; 'Ceasar Castro'; 'Claus Nabert'; 'Gloria Simon'; jdyte@benguet.com; 'Lynn Macalingay (shan42799@comast.net)'; dalnisa1@yahoo.com.au; 'Raleigh Agdaca'; 'philian weygan'
Cc: 'Rosalynda Teckney Callagan'
Subject: RE: Brainstorming: Response to Q #6 by Ed

Edwin, Elmo, Lynn and others;

This has reference to the Q & A below, specifically, on query #6 "Why bother being a chapter of IGO if regional chapters are being empowered to be much an autonomous entity?". The query is addressed to Lynn to respond. Since I haven't read his response yet, let me just express my thoughts, sensible or not.

In my point of view there are merits of being empowered as a regional chapter and yet member of IGO.

This is anchored on the philosophy "IGO thinking globally, while the regional chapters are thinking globally and at the same time acting locally" all towards the attainment of the VMGO that is one and the same (Igorots all over the world aiming for the best ...) but translated in different strategic programs/projects. IGO that relates with other regional chapters is in a better position to see how other regional chapters operate and may make recommendations to other chapters.

This is like the case of State Universities and Colleges (SUCs) governed by their enabling Republic Acts that render them autonomous in their budget and in management and governance. However, because all SUCs subscribe to the same mandates of quality education, relevance and responsiveness, efficiency and effectiveness, access and equity, all autonomous SUCs are members of PASUC (Philippine Association of State Universities and Colleges). Pursuant to PASUC set of policies and guidelines, every autonomous SUC member has to conform or implement such recommendations of PASUC but may propose other alternatives that is suited to their organizational culture. PASUC stands as the umbrella organization that deals with other oversight agencies like CHED, DBM, COA, etc. in terms of general concerns of SUCs. In isolated concerns, the SUC may deal directly with another SUC like the TWINNING PROGRAM among SUCs or an SUC with PASUC as the case maybe. PASUC is informed of such relationship during PASUC conferences.

Sorry, if it complicated things. Just my thought.

Caridad

Attachment (2) Brainstorming/Discussion Sessions

From: Lynn B. Macalingay [mailto:shan42799@comcast.net]

Sent: Tuesday, September 26, 2006 6:24 AM

To: Caridad Fiarod; Edwin Abeya; 'Elmo L Carino'; 'philian weygan'; 'Fina Pengosro'; 'Yvonne Belen'; 'Ceasar Castro'; 'Claus Nabert'; 'Gloria Simon'; jdyte@benguet.com; dalnisa1@yahoo.com.au; 'Raleigh Agdaca'; 'philian weygan'

Cc: 'Rosalynda Teckney Callagan'

Subject: Re: Brainstorming: Response to Q #6 by Ed

Ikit Caring and all,

I believe we believe in da sem-sem banana -

I have pasted below my thoughts on the matter (which I sent earlier), thus:

6. If you are empowering regional chapters to be pretty much an autonomous entity, why even bother being a chapter of IGO?

Ans. Good question...I don't know..Lynn, can you answer this. (Let's see if anyone is reading what I'm writing here.)

He-he, well, let me try. In the first place, membership with IGO is purely voluntary. Nobody is being forced to join, but everybody is being invited. Why some refuse to join is perhaps based on personal or situational reasons. IGO was established as an organization, and one of its "dream points" is to unite IGOs worldwide. One way of doing such is to invite others and continually do so where there are Igorots. If such others do agree with what IGO stands for, then they are free to join - either individually or forming their own (eventually a chapter). Since they are part of the whole, they must abide by the original principles set forth by the original organization. IGO is after all still an organization and as such it has rules - which can produce a "cause-and-consequence" effect.

The original organization, however, wants its chapters to be proactive. That can only mean that chapters should be able to move "freely" in certain areas. But this is not absolute. (As stated above, there are rules set forth by the original organization. That's the prerogative of an original founding body - although this should be viewed within the context of which organization has a moral seniority over the others.) This free-rein principle on the part of the chapter then needs to be defined.

AND THIS IS WHAT THIS COMMITTEE SHOULD BE FOCUSING ON.

Attachment (3) – Relationship Framework

Relationship Framework

Category of Issue	Issues	Abeya	Agdaca	Belen	Callagan	Carino	Castro	Chin	Dyte	Fiarod	Macalingay	Nabert	Pengosro	Simon	Weygan	EXTERNAL
Process of Adhoc	set timelines against specific actions		X												X	
	stick to relationship bet chapter and IGO		X													
	assume CBL approved hence implement only section 3	X													X	
	Adhoc to 120 days													X		
Major Issues																
	Retain current IGO structure and define only how current parent IGO interacts with current chapters and future chapters	X														
	Introduce small IGO International to serve in advisory and standards capacity					X										
Subordinate Issues																
	need of a mother organization															
	define purpose of mother organization		X													

Attachment (3) – Relationship Framework

	Issues	Abeya	Agdaca	Belen	Callagan	Carino	Castro	Chin	Dyte	Fiarod	Macalingay	Nabert	Pengosro	Simon	Weygan	EXTERNAL
	define need of chapter by mother organization		X													
	chapter autonomy but same principles															
	inter-chapter relationship														X	
	guidelines for chapter formation and acceptance														X	
	distinguish chapter from another BIBAK						X									
	If IGO-Intl, what form and function or just advisory					X										
	chapters subject to local mores need independence from mother pressure					X										
	Chapter responsibility only to inform					X										
	modify CBL before ratification					X										
	central IGO more credibility stronger must achieve vision					X										
	want small IGO Intl Advisory body					X										
	IGO Speak one voice											X				

Attachment (3) – Relationship Framework

Issues	Abeya	Agdaca	Belen	Callagan	Carino	Castro	Chin	Dyte	Fiarod	Macalingay	Nabert	Pengosro	Simon	Weygan	External
IGO control its resources											X				
IGO Intl be single body											X				
IGO Set rules that apply to all IGO including chapters											X				
Centralized IGO for public relations											X				
Collection of resources or distribution centrally controlled but locally handled											X				
must define method to reduce perceived control											X				
each chapter with voice in central decision making body											X				
chapter degree of control of own resources											X				
chapter operate under local laws											X				
Structure must reflect sound management principles											X				
COE representation from chapters											X				
define incentive for chapters to join central body											X				

Attachment (3) – Relationship Framework

	Abeya	Agdaca	Belen	Callagan	Carino	Castro	Chin	Dyte	Fiarod	Macalingay	Nabert	Pengosro	Simon	Weygan	External
need to find the right time for this discussion											X				
agree on methods to be used for discussion, example cited											X				
Discuss how to build a strong org and then revisit CBL											X				
keep options open on new organizations to be formed											X				
Distinguish Intl body from actual locations							X								
Think Globally Act Locally													X		
like UN													X		
Base on Mission purpose Objectives													X		
International Charter													X		
Membership by chapters													X		
Keep IGO as currently incorporated	X														

Attachment (3) – Relationship Framework

		Abeya	Agdaca	Belen	Callagan	Carino	Castro	Chin	Dyte	Fiarod	Macalingay	Nabert	Pengosro	Simon	Weygan	External
	current method is umbrella and understood to be that way when formed		X													
	Need International Individual Memberships		X													
	Europe loosely organized			X												
	Consider what value being an IGO member			X												
	IGO and Chapters the same but differ in implementation of activities									X						
	Chapter reports to IGO									X						
	IGO oversee, inform, recommend to chapter									X						
	COE representation if IGO Intl					X										
	Which direction does initiative flow															
	Concentrate on Relationship														X	
	Build on previous work														X	
	dissect working relationships					X										

Attachment (3) – Relationship Framework

	Abeya	Agdaca	Belen	Callagan	Carino	Castro	Chin	Dyte	Fiarod	Macalingay	Nabert	Pengosro	Simon	Weygan	External
some issues too broad for now										X					
back to basics, we are not in a corporate boardroom, but Igorots trying to unite.										X					
CBL Broad on purpose with regards relationships										X					
concentrate on implementation policies										X					
no legal binding between IGO and chapters							X								
Chapter Membership Dues							X					X			
How about a Youth Chapter.												X			
Member in chapter member in whole							X					X			
add to deliverable - an application form												X			

Attachment (4)

STATEMENT OF PRINCIPLES AND OBJECTIVES

Section 1. This organization shall be guided by the following principles:

- a. IGO perceives itself as an advocate of Igorot interests, linking Igorots to other peoples of the world.
- b. Towards empowering its members in facing life's challenges while at the same time maintaining and strengthening cultural roots, IGO upholds the view that its members assume active roles in their respective communities in the fields of government, private industry, education, medicine, arts and media, social services, and such other analogous activities.
- c. IGO acknowledges the strengths and talents of the Igorot youth and, while inculcating in them desirable Igorot doctrines, fully supports them in their advancement in life.
- d. IGO is being established as, and shall remain, a non-profit, civic, educational and charitable organization.

Section 2. The objectives of IGO shall be:

- a. To preserve for future generations, through educational and research programs, the diverse cultural and historical heritage of the Igorots, and proactively promote their upliftment, advancement, and interests globally;
- b. To aid, through legitimate means, in the promotion, protection, and upliftment of legitimate interests of the Igorot people;
- c. To promote unity and cooperation among members and other people who share their indigenous values;
- d. To encourage and mentor members to adapt to and positively influence their environment, wherever they are;
- e. To seek global awareness for the Igorot people by encouraging members to contribute to the well being of society and publicizing those contributions whenever appropriate;
- f. To support responsible and sustainable economic development in the Cordillera region of the Philippines, while advocating and vigilantly monitoring protection of the environment;
- g. To formulate and develop programs geared towards making members more useful, productive, law-abiding and worthy citizens and residents of their chosen communities

Attachment (5)

IGO Mission/Vision Statements

MISSION STATEMENT

“TO PRESERVE FOR FUTURE GENERATIONS THE DIVERSE HERITAGE OF THE IGOROT PEOPLE AND PROACTIVELY PROMOTE THEIR WELL-BEING, ADVANCEMENT AND INTERESTS AND THOSE OF RELATED PEOPLE.”

VISION STATEMENT

“TO BE THE ADVOCATE OF IGOROT RIGHTS AND CAUSES – LINKING IGOROTS AND RELATED PEOPLE WORLDWIDE.”

Attachment (6)

Amendatory suggestions to the existing Constitution and By-laws of the IGO

MEMORANDUM REPORT

**F O R : Council of Elders
IGO**

F R O M : Committee Tasked To Amend The Existing IGO CBL

Members:

Raleigh Agdaca
Harry Paltongan
Ray Baguilat
Lynn B. Macalingay - Chair

**R E : AMENDATORY SUGGESTIONS TO THE
EXISTING IGO CONSTITUTION AND BY-LAWS**

D A T E : 13 February 2006

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Greetings!

Sometime during the last quarter of last year (2005), the above-named undertook the task to draft certain amendments to the existing IGO CBL. It was earlier decided by the Council that some portions needed to be amended to conform to certain necessities. Hence the formation of the committee.

The procedure we followed was a liberal one. Initially, we floated flyers to the general membership of IGO – via IGONets and bibaknets, to be specific – soliciting for any issues they want to be addressed and for suggestions or pointers. In the main, most suggestions were entertained and noted. We also took note of, and incorporated, certain discussions in both of the above-named e-mail groups which we deemed relevant to the task at hand. Then it was all about fitting the pieces together in their right perspectives.

For the most part, the bulk of the existing CBL has been retained. The task boiled down mostly on structural re-arranging (or chapters, provisions, topics, functions, etc.) and re-wording/re-stating provisions. It was also necessary to introduce new concept/s to either compliment/supplement and/or bolster existing provisions. The whole process, however, was geared towards strengthening the existing one – and not necessarily to create a new one.

Attachment (6) – Amended CBL

The draft should be self-explanatory. For the earlier part, we marked certain areas for emphasis and for explanations (not all though were stressed that well for lack of time). Some latter provisions were not highlighted – not for lack of importance, but for lack of material time. We understand that the IIC is just a few months away and the submission of this report is but apt this early. Owing to the unorthodox setting we had in the process (which we did via e-mail, how else), we are fully aware that some errors or inconsistencies may have slipped past our observations. Regardless thereof, we would be available to shed light on any issue arising from the attached draft.

PREMISES CONSIDERED, we most respectfully submit this report.

**CONSTITUTION
OF THE
IGOROT GLOBAL ORGANIZATION (IGO)
P R E A M B L E**

We, the members of the Igorot Global Organization, firm in our resolve to respect and preserve our heritage, aware of our personal, civic and social responsibilities as residents of our chosen community, **fully cognizant of the strengths and talents of our youth and the challenges they face everydayⁱ**, and inspired to be more active in advancing our well-being, hereby form a non-profit corporation and promulgate this constitution and by-laws.

ARTICLE I

NAME, HEADQUARTERS AND ORGANIZATIONⁱⁱ

Section 1. The name of this organizationⁱⁱⁱ shall be the Igorot Global Organization, which may likewise be referred to as IGO.

Section 2. The headquarters of the IGO shall be located in Washington DC, **United States of America**, or as may be designated by the Council of Elders^{iv}.

Section 3. IGO shall **allow and recognize^v** the formation of chapters^{vi}. A chapter to be organized shall be governed by the following provisions:

- e.** A chapter shall be limited to only one for each participating country or political jurisdiction;

Attachment (6) – Amended CBL

- f.** As an initial and continuing requisite for acceptance and recognition by IGO, a chapter shall abide by and manifest adherence to the principles and objectives set forth herein;
- g.** Chapters shall maintain autonomy within their own spheres of jurisdiction in terms of organizational setup, administration, grievance procedures, new ventures and such analogous endeavors, except for membership requisites and on matters which the Council of Elders (COE) shall deem to be within the ambit of IGO wherein these provisions shall primarily govern.
- h.** Chapters shall cooperate with each other and with IGO in the implementation and monitoring of IGO projects and towards the full attainment of the visions and objectives stated herein. ^{vii} ^{viii}

ARTICLE II

STATEMENT OF PRINCIPLES AND OBJECTIVES^{ix}

Section 1. This organization shall be guided by the following principles:

- e.** IGO perceives itself as an advocate of Igorot interests, linking Igorots to other peoples of the world.^x
- f.** Towards empowering its members in facing life's challenges while at the same time maintaining and strengthening cultural roots, IGO upholds the view that its members assume active roles in their respective communities in the fields of government, private industry, education, medicine, arts and media, social services, and such other analogous activities.^{xi}
- g.** IGO acknowledges the strengths and talents of the Igorot youth and, while inculcating

Attachment (6) – Amended CBL

in them desirable Igorot doctrines, fully supports them in their advancement in life.^{xii}

- h. IGO is being established as, and shall remain, a non-profit, civic, educational and charitable organization.^{xiii}

Section 2. The objectives of IGO shall be:

- h. To preserve for future generations, through educational and research programs, the diverse cultural and historical heritage of the Igorots, and proactively promote their upliftment, advancement, and interests globally;^{xiv}
- i. To aid, through legitimate means, in the promotion, protection, and upliftment of legitimate interests of the Igorot people;^{xv}
- j. To promote unity and cooperation among members and other people who share their indigenous values;^{xvi}
- k. To encourage and mentor members to adapt to and positively influence their environment, wherever they are;^{xvii}
- l. To seek global awareness for the Igorot people by encouraging members to contribute to the well being of society and publicizing those contributions whenever appropriate;^{xviii}
- m. To support responsible and sustainable economic development in the Cordillera region of the Philippines, while advocating and vigilantly monitoring protection of the environment;^{xix}
- n. To formulate and develop programs geared towards making members more useful, productive, law-abiding and worthy citizens and residents of their chosen communities.^{xx}

ARTICLE III

MEMBERSHIP^{xxi}

Section 1. Any Igorot by birth, by affinity, or by permanent residence in the Cordilleras, who is of good moral character, can become a member non-residence in, or temporary absence from, the Philippines in general or in the Cordilleras in particular notwithstanding.^{xxii}

Section 2. Honorary membership may be bestowed by the Council of Elders on any individual who, in its discretion, has exemplified or displayed the desire to embrace the Igorot way of life and is willing to give life to the goals of this organization.^{xxiii}

Section 3. Membership in the organization shall be on an individual basis. Each individual member, with the exception of those conferred honorary membership, shall be assessed membership dues as may be deemed appropriate by the organization.^{xxiv}

ARTICLE IV

COUNCIL OF ELDERS^{xxv}

Section 1. There shall be a Council of Elders (COE), to be composed of not more than fifteen (15) who shall be duly elected at large by the general membership in a meeting called for that purpose, which shall in the main be responsible for setting the strategic direction of the organization through management and control of its affairs.

Section 2. Duly constituted and recognized IGO chapters shall be entitled to at least two (2) representatives each to the COE.

Section 3. From among themselves, the members of the COE shall elect a President, who shall also be the Chief of Council, a Vice President, an Executive Officer, a Secretary, a Chief Financial Officer, and a Press Relations Officer (PRO).

Section 4. No offices other than those of the Secretary and Chief Financial Officer may be combined in one person.

ARTICLE V

EXECUTIVE BOARD AND COMMITTEES^{xxvi}

Section 1. The Executive Board, to be headed by the Executive Officer, shall be composed of the chairpersons of the standing committees of this organization.

Section 2. The following shall comprise the organization’s standing committees: Finance Committee, Constitution and By-Laws Committee, Membership Committee, Nomination and Election Committee, Youth Committee, Culture & Education Committee, Audit Committee, Communications Committee, and Resolutions Committee.

Section 3. Ad hoc committees may be created as needed, upon approval of the Council of Elders.^{xxvii}

ARTICLE VI

AMENDMENTS OR REVISIONS^{xxviii}

Any amendment to, or revision of, these rules may be proposed and ratified in accordance with the procedures set forth in the by-laws.

BY-LAWS^{xxix}

MEMBERSHIP AND VOTING^{xxx}

Section 1. The following rules shall apply to all members:

- a . All members, to be considered in good standing and thus retain membership in the organization, are required to adhere to these provisions and to pay their annual dues

in the amount and date as may be suggested by the Finance Committee and approved by the Council of Elders.

- b. Membership in this organization will not preclude membership with any other duly constituted and recognized IGO chapter, provided his membership with one will not unduly interfere with his membership in the other.

Section 2. Membership with this organization may be terminated voluntary or for cause. Voluntary termination may be done by informing any officer of such intent, the same of which will then be transmitted to the President. The effective date of termination shall be as indicated by the terminating member.

Reasons for involuntary termination, the final decision of which rests on the Council of Elders, shall include, but not limited to, non-payment of membership dues for at least two (2) years, and flagrant disregard or non-adherence to the principles which IGO represent. In any such event, any candidate for involuntary termination shall be afforded by the organization all appropriate measures to ensure the peaceful resolution of the matter.^{xxxii}

Section 3. All members in good standing, at least eighteen (18) years of age and except for honorary members but including chapter representatives and the chairman of the Youth Committee, shall be allowed to, and entitled to one, vote in any appropriate activity undertaken by the organization.

Section 4. In any activity where members are allowed to cast their votes, except where specifically provided for in these rules, a plurality of votes is enough to pass a measure or for a candidate to be considered elected.

COUNCIL OF ELDERS

Attachment (6) – Amended CBL

Section 5. Any member in good standing, at least **eighteen (18) years^{xxxii}** of age except for the chairman of the Youth Committee, **and preferably with access to a computer**, may become a member of the council.

Section 6. **Functions of the council shall include, but not limited to, monitoring strict charter compliance, policy making, performance evaluation of itself and other bodies of IGO, fund raising, interaction with the global community, and such other similar functions that it deems paramount to the interests of the organization.^{xxxiii}**

Section 7. From among themselves, members of the council shall elect the following officers:

- a. ***President*** – The president shall, subject to the control of the council, be the principal executive officer of IGO and shall assume the lead task of supervising and managing the affairs of the organization. **He shall appoint committee heads, except for those elected in the council and for the chair of the Youth Committee, and preside in all council and general assembly meetings.** As the presiding officer, he shall **only** cast his vote when necessary to break a tie.

Likewise, he shall also be the Chief of Council. **As such, he is expected to, among others, provide leadership for the council and the organization, inspire membership, and represent IGO globally.**

In case of a vacancy in the office of the President or Chief of Council, the Vice President shall succeed him. **If the Vice President fails to qualify, and within sixty (60) days from the date of vacancy, the council shall declare the existence of a vacancy and hold a special election for the purpose of electing a President.**

- b. ***Vice President*** – The Vice President shall assume the duties and obligations of the

Attachment (6) – Amended CBL

President in the latter's absence. He shall perform such other functions as may be required of him by the council.^{xxxiv}

- c. ***Executive Officer*** – The Chief Executive Officer, who shall head the Executive Board, shall manage and supervise the day to day operations of IGO and the board. As such, he is accountable to the council.
- d. ***Secretary*** – The Secretary shall be in charge, among others, of the documentation of organization meetings, maintaining and updating the organization's membership list, being the keeper of the organization's scrolls, among other similar functions that may be assigned to him. He shall also head the Membership Committee.
- e. ***Chief Financial Officer (CFO) and Treasurer*** – The Chief Financial Officer, who shall head the Finance Committee, shall be responsible for the financial affairs of IGO. He may, at his discretion, recommend to the council the appointment of a treasurer or treasurers to assist him.
- f. ***Press Relations Officer (PRO)*** – The Press Relations Officer shall be responsible for the dissemination of information relating to the organization and shall be the point of contact for all press releases. The PRO shall head the Communications Committee.

Section 8. The term of office for members of the Council of Elders and all elected officers shall be four (4) years, with eligibility for re-election. Elected officers shall continue to serve as such only during their incumbency as council members. In any event, outgoing officers shall continue to hold office until such time that their successors shall have been duly elected.

Section 9. Except where specified, any vacancy occurring in the Council of Elders or of the offices therein shall be filled by the council within a reasonable period of time in a general assembly or special meeting called for that purpose and upon prior notice. Any subsequently

Attachment (6) – Amended CBL

elected council member, or officer where appropriate, shall only serve the remainder of the term of the member or officer being replaced.

Section 10. Any elected officer may be removed for cause from office by the council if in its discretion such a move is in the best interest of the organization.

Section 11. All internal matters arising from the conduct of business within the council, as well as all issues involving membership termination for cause, shall be referred, upon motion duly seconded, to an ethics committee which shall be specially created to resolve the same. In any such event, the council shall formulate guidelines to govern the proceedings. Resolutions of this committee shall be considered final and executory.^{xxxv}

THE EXECUTIVE BOARD

Section 12. The principal function of this body is to oversee the day-to-day operations of the organization, making all operational decisions related thereto, and ensure the execution of and due compliance to IGO policies.

Section 13. The board shall act for and in behalf of the Council of Elders when the council is not in session. Any act passed or procedure undertaken by the board during such stage may be subject to review by the council upon its resumption of session. In any event where the council negates an act of the board, in whole or in part, any incident performed as a result of the implementation thereof prior to its negation, if carried in good faith, shall be considered valid and binding to the organization.^{xxxvi}

ORGANIZATIONAL COMMITTEES

Section 14. Standing committees, and ad hoc teams when imperative to organizational functions, indispensable in assisting the Council of Elders in identifying and implementing strategies that promote the well being of the organization shall be created on the bases of these rules. Except for members of the council subsequently elected to head certain standing committees, and with the exception of the chair of the Youth Committee, all committee heads shall be appointed by the President.^{xxxvii}

Section 15. The standing committees of the organization shall be:

- a. ***Finance Committee*** – This committee shall oversee all financial activities of the IGO, including but not limited to maintaining the books and bank accounts of the organization and proposing any financial policies to the council. Further, the committee shall develop proposals for funding sources from private and public foundations and regular revenues. Finally, the committee shall be in charge of reviewing the organization’s annual budget and submitting it to the Council of Elders for approval.
- b. ***Constitution & By-Laws Committee*** – This committee shall ensure that IGO activities and transactions are in compliance with these and existing government rules. Further, it shall evaluate all issues raised concerning constitutional amendments and shall make its recommendations regarding such to the Council of Elders.
- c. ***Membership Committee*** – This committee shall maintain a rooster of organization members and shall be responsible for validating membership and developing membership policies. It shall also be responsible for developing strategies for the recruitment of new members.
- d. ***Nomination and Election Committee*** – This committee shall be responsible for

Attachment (6) – Amended CBL

- ensuring that any member aspiring for, or being nominated for appointment to, any of the offices of the organization is duly qualified. It shall conduct elections and shall be the final arbiter of election results or of any issue arising therefrom.
- e. ***Youth Committee*** – The Youth Committee shall be responsible for ensuring the active involvement of the youth membership in any IGO activity whenever feasible, especially in social, political, cultural and athletic events. The chair of the committee shall be elected by, and from among, its members and shall become a member of the council with a voice and vote.^{xxxviii}
- f. ***Culture and Education Committee*** – This committee shall be responsible for, among others, developing programs and projects promoting Igorot cultural events and educational programs directed towards information dissemination of the Igorot way of life.
- g. ***Audit Committee*** – This committee shall be responsible for performing an audit of the financial books, statements, and accounts of IGO, the regularity or necessity of which shall be determined by the council.^{xxxix}
- h. ***Communications Committee*** – This committee shall ensure that public communication is coordinated to present a single unified voice on all communications with the membership, with media, and with the global community. It shall also establish sound communications policies and media contacts.
- i. ***Resolutions Committee*** – This committee shall be responsible for reviewing all resolutions submitted for consideration, as to form and substance, before submission to the appropriate body.

Section 16. Ad hoc committees may be commissioned by the council based on need, and upon a motion duly seconded or the submission of a formal resolution. Any such committee shall automatically dissolve upon submission within a given time of a final report on the undertaking for which it was especially created for.^{xi}

Section 17. Except for those committee heads appointed by the president and the chair of the Youth Committee, the tenure of office of all elected committee heads shall be co-terminus with their terms as members of the Council of Elders.^{xli}

MEETINGS AND QUORUM

Section 18. *General Assembly* – A general membership meeting shall take place at least once in every two years, to coincide with the biennial assembly of the Igorot International Conference (IIC). The date and place of the IIC shall be designated by the Council of Elders. A quorum of at least twenty five percent of the total membership will be needed to conduct business.

Section 19. *Council Meetings* – The Council of Elders shall have a general meeting at least once a year, to be conducted at a designated place and time. It may also be conducted via teleconference, electronic mail, regular mail, facsimile, or through any other known electronic means. At least ten (10) members shall suffice to form a quorum.

Section 20. *Executive Board and Committee Meetings* – In all meetings in the Executive board and any committee, a quorum representing at least a simple majority of the total membership for each shall be required for the conduct of business.

Section 21. *Special Meetings* – Any special meeting may be held upon prior notice at least thirty (30) days before the scheduled date.

AMENDMENTS

Section 22. Any proposed amendment to these provisions shall be submitted to the Constitution and By-Laws Committee which shall, after evaluating the substance of the proposal, submit its recommendation to the council.

Any amendment shall be valid when ratified by at least two thirds (2/3) vote of the members present in a general assembly, or in a special meeting called for that purpose, where a quorum has been determined.

GENERAL PROVISIONS

Section 23. *Enforcement of Policies* – Members shall comply with and enforce all resolutions and policies adopted by the organization.

Section 24. *Liability and Responsibility of Members* – No member shall be personally liable for any debts, liabilities, or obligations of IGO.

Section 25. *Exercise of Membership Rights* – All members shall be encouraged to actively participate, whenever appropriate, in the political processes of their chosen communities and maintain themselves as good citizens thereof. There would be no political contributions, or endorsement of political candidates, however, in the name of the organization.

Section 26. *IGO Fiscal Year* – IGO Fiscal Year shall commence on the first day of January and end on the 31st day of December of the same year.

Section 27. *Assets of the Organization/Dissolution* – No asset donated to or acquired by the organization in the course of its legal existence shall be utilized except for the purposes for which it was organized. In the event that IGO is to be dissolved, its assets upon final

Attachment (6) – Amended CBL

liquidation would be dedicated to any or all existing program/s initiated by the organization in fulfillment of such goals.

Section 28. *Endowment Fund* – IGO may establish such endowment fund programs as may be deemed necessary. Any such undertaking shall be administered and managed pursuant to special rules to be set up the Council of Elders.

Section 29. *Proxy Voting* – No voting by proxy shall be allowed in any IGO meeting.

Section 30. *Adoption of Organization Seal* – IGO shall adopt an official seal which shall be reflective of the culture and identity of the Igorot people.

Section 31. *Conduct of Meetings/Parliamentary Authority* – The following rules shall govern these situations:

1. In the conduct of any meeting sanctioned by the organization, professionalism on the floor shall at all times be exercised and promoted.
2. “Robert’s Rules of Order”, preferably the latest edition, shall be the primary parliamentary authority for all matters of substance or procedure not specified under these rules. The Council of Elders, however, if it shall so desire, may formulate its rules as regards the conduct of any meeting within the organization. In this regard, the use of known Igorot indigenous practices, which shall be identified and agreed upon by the council, may, upon a motion duly seconded, be also utilized for purposes of conducting meetings.

TRANSITORY PROVISIONS

Section 32. This constitution and by-laws shall immediately take effect upon ratification by a majority of the votes cast in a general meeting where a quorum was determined.

Section 33. The first set of officers under this constitution and by-laws shall be elected on or after April 2006.

Of the fifteen (15) members to be elected for the Council of Elders, the first eight (8) obtaining the highest number of votes shall serve for four (4) years, while the remaining seven (7), including the chairman of the Youth Committee, shall serve for only two (years). Election to fill those whose terms will be expiring shall be held every two years thereafter. The terms of office for chapter representatives shall be determined by their respective organizations.

All other elected or appointed officers shall act in a hold-over capacity until their successors shall have been elected or appointed.

Section 34. All existing provisions not consistent with these rules shall be deemed repealed.

Section 35. By-laws of IGO chapters shall be amended if necessary to conform with these rules.

ⁱ This was Section 4, Article I (Statement of Principles - Old Draft [OD])

ⁱⁱ Formerly title of Article II (Organization And Office)

ⁱⁱⁱ The word ‘corporate’ was omitted for seemingly being redundant.

^{iv} The words . . . “and the officers of IGO as specified in the by-laws” were omitted because the COE is the policy-making body. The second sentence of Section 2 was likewise deleted and placed elsewhere. Per se, it appears too restrictive. This also amends Section 1 (Headquarters Office) of Article I (Offices) of the Old Draft.

^v . . . “approve” was changed to ‘allow’ – the former seems too authoritarian and compromises somehow the idea that chapters should be basically independent/autonomous.

^{vi} On “regional” chapters –we believe this is not the right terminology. We are still starting and we believe there are no *regional* Igorot organizations yet. We are referring of course to the understanding that regions refer to regional geographic areas (Southeast asia, Africa, Great Britain, Middle East, etc.), to distinguish it from individual countries.

^{vii} Some of these provisions are in the original draft – just re-arranged some of them. The COE can make its definition/s from time to time as regards such parameters, if ever, but not to the point of compromising the autonomy of chapters.

^{viii} Section 4 in the original draft was transferred it to Article II.

^{ix} Statement Of Principles used to be Article I, while Purposes (which was changed here to Objectives) was formerly Article III. The provisions were merely re-stated, the substance basically the same.

^x From discussions in the formulation of a Vision.

^{xi} Formerly Section 3, Article I (Statement of Principles)

^{xii} Formerly Section 4, Article I (Statement of Principles)

^{xiii} Originally Section 4 Article II (Organization and Office)

^{xiv} As lifted from the Mission of IGO (Rev. 2).

- ^{xv} A re-wording of Section, Article III (Purposes)
- ^{xvi} Formerly Section 2, Article III (Purposes)
- ^{xvii} Formerly Section 3, Article III (Purposes)
- ^{xviii} A rewording of Section 4, Article III (Purposes)
- ^{xix} Formerly Section 5, Article III (Purposes)
- ^{xx} Formerly Section 6, Article III (Purposes)
- ^{xxi} Formerly Article IV (Membership and Voting)
- ^{xxii} From discussions in IGONet and a re-wording of the former Section 1, Article IV (Old Draft)
- ^{xxiii} From discussions in IGONet.
- ^{xxiv} Amending Section 2, Article IV (Membership and Voting)
- ^{xxv} Formerly Article II (Council of Elders) in the By-laws section of the Old Draft
- ^{xxvi} Formerly Paragraph (a) (Executive Board), Section 2, Article V (Committees) of the By-laws section. For obvious reasons, we felt the need to stress this body both in the constitution and by-laws sections. There seemed to be a misunderstanding on the composition and functions of this office, hence the following provisions for purposes of synchronization. The phrase “. . . duly elected officers of IGO. . .” being members shall refer only to those who are heads of standing committees by virtue of their positions in the COE.
- ^{xxvii} There used to be a Section 3 (Special “Ad Hoc” Committees) under Article V (Committees) of the by-laws section which enumerated certain ad hoc committees. We believe these should not be specifically included so as to give the COE a greater scope of discretion as to which ad hoc committees to be set-up. To specify ad hoc committees, and mandate their mandatory creation as seems to be the implication in the old draft, would in fact negate the very nature of ad hoc committees.
- ^{xxviii} Formerly Article VII (Amendments)
- ^{xxix} The committee has adopted a continuous numbering of sections in the by-laws section, for easier reference.
- ^{xxx} These provisions synchronize those covered by Article IV (Membership and Voting) of the constitution, Article III (Representation and Assessments) of the by-laws, Article VI (Membership Termination) also of the by-laws, and other provisions scattered in the Old Draft which touched on membership and voting. Specifically, we deemed that the provisions covered under Article III cited herein should be omitted and instead be specified as office/organization policies.
- ^{xxxi} The provision touching on the procedure for involuntary termination of membership is synchronized under Section 11 of the by-laws.
- ^{xxxii} Eighteen (18) years of age is generally considered the age of majority, hence for purposes membership in the council the age should be lowered from 21 to 18. Choice is on the voters. The added preference of having a computer access is an attempt to eliminate ‘lack of quorums’ in COE meetings.
- ^{xxxiii} An addition.
- ^{xxxiv} At this point in time, IGO seems to need only one Veep.
- ^{xxxv} The provision on compensation was omitted considering that this organization is still primarily a voluntary endeavor. Any expenses incurred by a member or officer while in the performance of an organization function may be reimbursed, naturally, if such so desire.
- ^{xxxvi} Both Sections 12 and 13 used to be Section 2, Article IV (Committees) of the by-laws. They were re-worded for brevity.
- ^{xxxvii} Formerly Section 1, Article V (Committees) of the by-laws – with some additions.
- ^{xxxviii} The phrase “. . . a list of recommended appointees made by the President (drawn from nominees brought forward). . .” was omitted. The youth, as part of their training, should be given the chance of making the choices related to this organization for themselves – all under the scrutiny of the COE and officers.
- ^{xxxix} The term “independent” before ‘audit’ was omitted. This is still an internal audit, it being performed by a body of IGO; independent referring to an outside auditor.
- ^{xl} Formerly Section 3, Article V of the by-laws. See other comments in endnote #27 above. By their very nature, a provision was added to describe their dissolution process.
- ^{xli} This is to eliminate the issue as to what would happen to those whose terms as council members will be expiring vis-à-vis their positions as committee chairs, where applicable.