



**SENSING AND SERVING
GOD IN OUR WORK**

WE ARE CCT.
OUR CODE OF CONDUCT

We are CCT.

*How we behave
in pursuing our Mission
towards achieving our Vision
is guided by our understanding
of who we are and what
we give importance
to—our Core Values.*



SENSING AND SERVING GOD IN OUR WORK

**WE ARE CCT.
OUR CODE OF CONDUCT**

Name: _____

Address: _____

Landline No.: _____ Mobile No.: _____

Email: _____

Life Verse: _____

Birthday: _____ Spiritual Birthday: _____

In case of emergency, please contact: _____



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The CCT Group of Ministries Board of Trustees, Directors, and Staff

I. Who We Are

We are nameless, faceless, and joyful servants of God. We belong to the Center for Community Transformation (CCT) Group of Ministries.

Organized as a Christian response to poverty and social injustice, we serve urban and rural communities throughout the Philippines, reaching out to street-dwelling individuals and families, children and youth, fisherfolk, agricultural workers, informal workers, small-scale rice and vegetable farmers, livestock farmers, tribespeople, factory workers, micro-entrepreneurs, overseas Filipino workers (OFWs), Christian development and pastoral workers, disaster

survivors, former inmates, drug surrenderees, persons with disabilities, senior citizens, and communities at large.

Working in the context of the Scriptures and being guided by the Holy Spirit, we seek to fulfill our spiritual mandate of changing lives, strengthening families, empowering communities, and transforming the nation.

We, at CCT, are committed to creating lasting holistic change among the poorest of the poor. By the grace of God, we have shared the light of the Gospel among the needy with development work anchored in and centered on Jesus Christ.



Our Vision

We hope to see Christ-centered faith communities where Jesus Christ is honored and worshiped, and where people live with dignity and sufficiency in accordance with God's plan for a just, humane, and caring society.

Our Mission

As followers of Jesus Christ, we join the Holy Spirit in God's work of transforming lives and communities.

Our Distinctive

We are Christian. We do everything for the glory of God, according to Biblical principles.

We are Filipino. We testify to the nobility of our race and the heroism of the Filipino spirit. We are multicultural, multi-ethnic, and multilingual. We were organized and are funded, governed, and managed by Filipinos.

We are a Prayerful, Worshiping, Serving, Witnessing, Discipling, Learning, Teaching, and Entrepreneurial Group.

We exercise preferential option for the poor.

We will attain our vision and fulfill our mission through the following strategies:

- Discipleship and training of community servant leaders who will act as agents of transformation
- Provision of holistic and integrated services
- Establishment of community-based organizations/institutions composed of the needy themselves who will serve as instruments of action and change



Our Approach

Our programs and services are holistic, integrated, community-based, family-focused, long-term, sustainable, and transformational.

II. Our Journey

Where We Have Been

Over the years, we have undergone many changes, but our vision of transformation never changed. Our original vision was to influence other nations by training development workers. It was later changed to the vision of improving the quality of life of the Filipino poor through our delivery of services. And now, our shared vision and mission is to transform lives and communities, with a focus on transforming specific people's groups like children and youth, street-dwelling individuals and families, micro-entrepreneurs, farmers, fisherfolk, agricultural workers, factory workers, tribespeople, OFWs, informal workers, Christian development and pastoral workers, disaster survivors, former inmates, persons with disabilities, drug surrenderees, senior citizens, and the communities at large into Christ-centered communities.

Where We Are Going

Our call is to transform nations. We envision a transformed Philippines where CCT is a major influencer in legislation, in stewardship of resources, and in influencing other nations as well. CCT will be all over the country and acknowledged as a significant force in national transformation.

During the early years of CCT with
Ate Ruth S. Callanta, President of CCT Group of Ministries,
Prof. Ronald T. Chua, Chairperson of CCT Credit Cooperative,
and some CCT staff and community partners

With this call, we will be committed to put our “house” in order, as we learned from Titus 1:5, and be prepared to follow wherever God leads us.

We will continue to pursue the CCT transformation framework with its three major phases of implementation—starting from economic opportunities, followed by social services and security, and finally, socio-cultural and political restructuring. Evangelism and discipleship will remain as integral parts of our programs in all phases of implementation (Mark 16:15; Matthew 28:18-20).

We have a vision of the future and we are committed to do our best and to help one another in order to achieve our goals.

III. Our Core Values

- **Intimacy with God/Devotion to God’s Word**
- **Obedience and Servanthood**
- **Integrity**
- **Excellence**
- **Gratitude**

We believe that the hearts of men must be changed (Mark 7:21-22; Galatians 5:22-23) so that real transformation can take place (Isaiah 65:17-25). This is only possible through the work of God. Having called us to be His co-creator (Psalm 8:4-6) and to have dominion over creation (Genesis 1:27-28), we have the task of joining the Holy Spirit in God’s work of transforming lives and communities, to pave the way for the new heavens and a new earth (Isaiah 65:17).

Workshop on Problem Solving Analysis led by Prof. Ronald T. Chua, Chairperson of CCT Credit Cooperative, among CCT Workers in October 2018



Disciple-Making Convergence in January 2018
led by Bro. James Y. Tioco and Pastor Edmon F. Ngo,
Chairperson and Head Shepherd, respectively,
of CCT Ministers Association of the Philippines Inc.



We pursue this call in the spirit of Micah 6:8 by acting justly, loving mercy, and walking humbly with our God.

We serve holistically, following the example of our Lord Jesus Christ (Luke 4:18-19; 7:21-22). We do everything for His glory and we do our best to be role models on how to be citizens of God's Kingdom (Ephesians 1:11-12; 5:1-21).

We are holistic and integrated in our programs and services (1 Peter 2:9; Mark 6:12). Our programs are long-term, sustainable, and transformational. Transformation takes time and it is not by us, it is by the Holy Spirit (Acts 1:8; Titus 3:5-7).

IV. Our Guiding Principles

The CCT Code of Conduct seeks to set the highest standards of behavior for CCT staff who are servants of God in the ministry of transformation.

The Code provides guiding principles in pursuing God's call as a community of Filipino Christian workers living out our identity and as agents of change in transforming lives, families, communities, and the nation.

The Code reinforces CCT's Core Values which are woven in each of the guiding principles. There are specific core values that stand out in each guiding principle and these are highlighted accordingly in the following sections:



Pleasing and Honoring God

We do everything for the glory of God, according to Biblical principles (1 Corinthians 10:31; Ephesians 1:11-12; Colossians 3:17).

We are prayerful. We start and end our activities with prayer, expressing our dependence on God (Philippians 4:6-7).

We know God and sense Him in our lives. This is why we worship Him and serve Him only by faith through our work (Romans 12:1; Galatians 2:20).

We are disciples, learners, and teachers. Through our work, guided by the Holy Spirit, we help each other develop and grow to become mature in our journey and walk with God (Matthew 28:18-20; John 13:34-35).

We acknowledge that all our people and material resources are provided by God to do His work here on earth. We will use them in a manner both responsible and appropriate to God's work of transformation and only for legal and authorized purposes (Ephesians 1:3; 1 Corinthians 3:6-13).



Bro. Edgar P. Callanta, Corporate Secretary of CCT Training & Development Institute Inc.
and Sis. Stephanie C. De Los Santos, Chairperson of Visions of Hope Foundation, Inc.
and CCT-Visions of Hope Christian School Inc.

Acting Responsibly

We act justly, love mercy, and walk humbly with our God (Micah 6:8).

We express support for the right of people to be treated justly and humanely, and avoid participating in any kind of activities that abuse such right (Romans 12:14-21; John 13:34).

We honor our contractual obligations, and report and charge honestly what we actually spent (Psalm 15; Isaiah 33:14-16).

We recognize our responsibility to be free from the influence of any conflicting interest (2 Corinthians 4:2; 6:3-4a).

When faced with difficult issues that place CCT at risk, we consult appropriate individuals and experts before taking action (Proverbs 10:9; 11:2, 14; 12:15; James 3:13, 17).

We act in a socially responsible manner, within the laws, customs, and traditions of the country and specific communities we operate in, and contribute to the development of such communities (Philippians 3:17-21; 1 Peter 2:9-10; Exodus 19:5-6; Jeremiah 29:5-7).

We act in a manner that consciously minimizes the detrimental environmental impacts of our operations (Genesis 1:26-31).



We partner with responsible organizations that support charitable, educational, and community service activities (Mark 9:40-41).

We are committed to support the government's and other civil society organizations' efforts to eliminate corruption and financial crime (Romans 13:1-7; Matthew 5:13-16; 2 Corinthians 5:16-21; Proverbs 14:34; 29:4).

Serving Well

We do our work with passion and serve others with the best of our abilities, and strive to deliver what we committed to do (Acts 20:24-35).

As Christian workers in a learning organization, we keep an open mind to take in new knowledge, accept challenges, and learn from our experiences.

We cultivate an entrepreneurial culture that embraces innovation and expansion of ministry reach through the guidance of the Holy Spirit with Whom we journey with in advancing God's Kingdom on earth.

As good stewards, we take every opportunity to use the gifts and talents that the Lord has given us to advance His Kingdom.

We encourage our people to do their work well, recognizing their need to be with their family when necessary, and help others do the same (Titus 2:2-8, 11-12; Ephesians 5:21-6:4).



To serve well, we invest in learning, skills development, and talent enhancements of our people (2 Timothy 1:6-7; 2:3-6, 15).

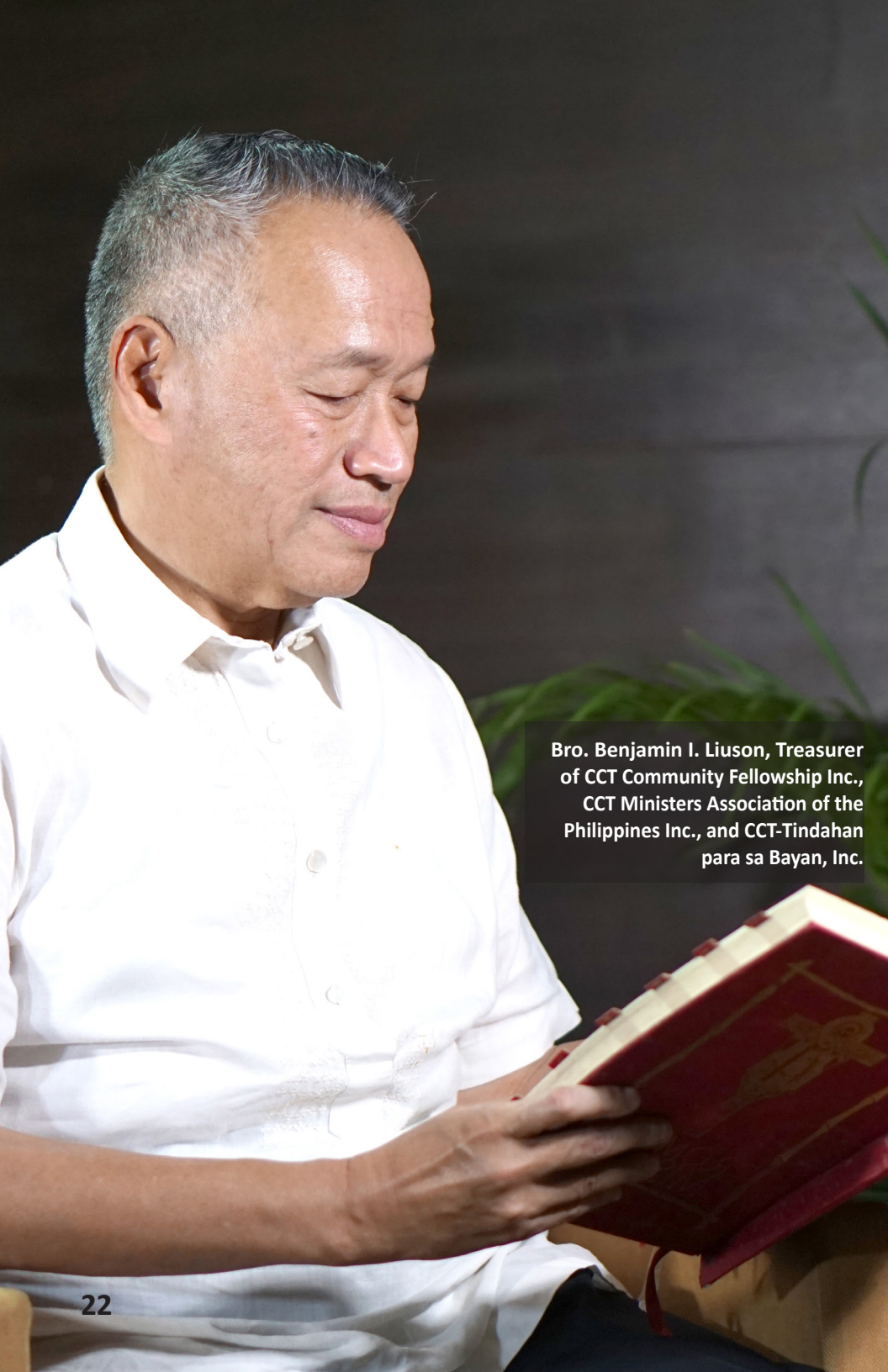
Valuing People

We treat our people, community partners, and others whom we work with, respectfully, with dignity, fairness, and courtesy (John 13:34-35; 1 John 3:16-18; James 2:1-5; Galatians 3:28).

We recognize the cultural diversity and ethnicity of our people, and view it as a distinct advantage to be nurtured and expanded (Revelation 7:9-10; 21:24-26). We encourage our community partners to take pride in their ethnic roots and enhance their cultural heritage for the generations to come.

We commit to maintain the work environment in the communities where we work and serve free from discrimination, harassment, and retaliation (Matthew 5:3-9; 6:33).

We provide a safe working environment for our people and the community centers we operate in (Romans 15:5-7).



Bro. Benjamin I. Liuson, Treasurer
of CCT Community Fellowship Inc.,
CCT Ministers Association of the
Philippines Inc., and CCT-Tindahan
para sa Bayan, Inc.

As Agents of Change in Transforming Lives and Communities

We consider our program beneficiaries as partners. We value them and treat them as members of our family along with the CCT board and staff. We pursue a culture of other-centeredness, being considerate of the welfare of others. We create an atmosphere of affirmation and appreciation of every person. We show genuine interest, respect, hospitality, and empathy for our staff and partners. We respond to their needs, take time to listen, and uphold each other in prayer.

We are instruments of God's peace—our presence should bring joy and encouragement instead of confusion and division. We maintain our composure, gentleness, politeness, and faithfulness in small and big things.

We pursue a lifestyle of simplicity and modesty demonstrated in our appearance, character, and conduct. We help each other grow in the likeness of Christ by rebuking and speaking the truth in love.

We show no partiality or favoritism in dealing with our partners. We do not discriminate on account of religious belief and ethnicity. No decision is influenced by prejudice or any form of bribery. The Word of God is our basis in relating to our staff and partners, following the example of Christ.



The CCT Kaibigan Ministry, Inc. Board, Corporate Members, and Staff with (Left to Right, 1st Row) Mrs. Helen C. Roxas, Corporate Secretary; Ate Ruth S. Callanta, CCT President; Arch. Erlinda G. Tan, Trustee; and Mrs. Teresita L. Ang, Treasurer along with Bro. Dante M. Velasco, (2nd Row, 6th) Chairperson of CCT Working Hands Ministry, Inc. and Atty. Joel R. Butuyan, (2nd Row, 10th) Chairperson of the CCT Kaibigan Ministry

V. Our Commitment:

Passion for God,
Passion for the Philippines,
Compassion for the Filipino Poor

One Spirit in Our Common Fight, Common Race, and Common Faith

"I have fought the good fight, I have finished the race,
I have kept the faith." – 2 Timothy 4:7

Strengthened by the Holy Spirit, we fight the evil one who has the power of death and whose sting is sin (Ephesians 3:6; 6:10-12; Matthew 6:13; Hebrews 2:14; 1 Corinthians 15:56). We expose the works of the kingdom of darkness (Ephesians 5:8-9), refute false teachings (Titus 1:10-16), and seek the righteousness of God to dispel poverty and social injustices (Matthew 6:33; Romans 1:16-17).

Our common race is the race of remaining faithful and of finishing well (2 Timothy 4:7) as we pursue our respective calling and destiny that God has willed for each of us (2 Thessalonians 1:11). We move on strengthened and inspired by the Holy Spirit (Ephesians 3:6), encouraging each other in our common faith (Hebrews 10:23-25), and proclaiming the Good News of the Kingdom of God with joy (Romans 10:15).

The CCT Code of Conduct defines how we should behave and respond to a wide range of settings and situations. The attached **Guidelines for Choosing to Do the Right Thing at All Times** supplements the Code and will help us resolve

issues. This Code and the guidelines seek to augment the written stipulations in the CCT Employee's Handbook of policies and procedures.

It is the responsibility of each of us to follow the Code of Conduct and the CCT policies consistently and appropriately, and help others to do so. When non-compliance with our Code of Conduct is reported or otherwise suspected, steps will be taken to investigate and, if appropriate, remedy the situation.

We are encouraged to report and express our concerns, and must do so fairly, honestly, and respectfully. CCT is committed to protecting individuals against retaliation. People in the reporting line are responsible for addressing issues that are brought to their attention.

Those who violate the CCT Code of Conduct policies and procedures will be subject to disciplinary action, up to and including dismissal.

Disciplinary measures will also apply to anyone who directs or approves infractions or has knowledge of them, and does not promptly move to correct them.

We are committed to the spirit of cooperation among the various ministries of CCT, and the pursuit of common aspirations and objectives.

Guidelines for Choosing to Do the Right Thing at All Times

As a guide in deciding on a course of action, follow these steps and ask yourself these questions:

When facing a situation, decision, or issue, pray for discernment for yourself and on the issue at hand.

(Kung ikaw ay nahaharap sa isang kalagayan, pagpapasya, o isyu, manalangin para sa malalim na pang-unawa para sa sarili at sa isyung hinaharap.)

One needs to discern what is in his/her heart whenever he/she is faced with an issue. Oftentimes, the issues of the heart affect the understanding and dictate his/her reaction to a situation or an issue (Proverbs 4:23; 16:21a), thus, the need for discernment. Lift the following questions to the Lord as you pray: "How is my heart? What is driving me? Am I able to properly assess the situation or issue? Do I need someone to help me discern?" *(Kailangang suriin ang nilalaman ng puso kung may isyu o kalagayang hinaharap. Kadalasan, ang mga nilalaman ng puso ay naka-aapekto sa pang-unawa at nakapagdidikta ng reaksiyon sa mga isyu o sitwasyon (Kawikaan 4:23; 16:21a), kaya kinakailangan ang malalim na pang-unawa. Idulog sa Panginoon ang mga katanungan: "Kumusta ang aking puso? Ano ang nagtutulak dito? Kaya ko bang alamin ang isyu o sitwasyon sa aking kalagayan ngayon? Kailangan ko ba ang tulong ng iba para sa mas malalim na pang-unawa?"*)

Recognize the event, decision, or issue. *(Alamin kung ano ang pangyayari, pagpapasya, o isyu.)*

Are you being instructed to do something that you think might be wrong? Are you aware of potentially illegal or unethical conduct on the part of others at CCT or a community partner? Are you trying to make a decision and unsure about the right action to take? *(Ikaw ba ay inuutusang gumawa ng isang bagay na sa tingin mo ay hindi tama? May nalalaman ka bang mga posibleng ilegal at hindi matuwid na gawain ng iba sa CCT o ng community partners? Ikaw ba ay kailangang magpasya o hindi nakasisiguro kung ano ang tamang gagawin?)*

Think carefully before you act. *(Maghunos dili. Mag-isip nang mabuti bago ka kumilos.)*

Summarize and clarify your issue. Ask yourself, why the dilemma? Consider the options and consequences. Consider who may be affected. *(Lagumin at liwanagin ang iyong isyu. Tanungin ang iyong sarili kung bakit ka nagdadalawang-isip. Alamin ang iba pang maaaring gawin at ang mga kahihinatnan nito. Isaalang-alang kung sino ang maaaring maapektuhan.)*

Decide on a course of action. *(Pumili ng tamang pasya o hakbang.)*

Determine your responsibility. Review all relevant facts and information. Refer to applicable CCT policies and procedures. Assess the risks and how you could reduce

them. Think over the best course of action. *(Tukuyin ang iyong responsibilidad. Pag-aralan ang lahat ng mga bagay at impormasyon na may kinalaman sa sitwasyon. Alamin ang mga tuntunin at pamamaraan ng CCT na may kinalaman sa isyu. Alamin ang mga posibleng mangyari na hindi mabuti at tingnan kung papaano ito maiiwasan. Alamin ang pinakamabuting hakbang.)*

Test your decision. *(Suriing mabuti ang iyong pasya.)*

Refer to the “Questions to Consider in Choosing the Right Action.” Apply CCT values to your decision. Make sure you have considered CCT policies, applicable laws, and standards. Consult others and enlist their opinion for your planned action. *(Suriin ang iyong mga sagot sa “Mga Tanong na Dapat Isaalang-alang sa Pagpili ng Tamang Pagkilos.” Ihambing ang mga ito sa mga pinahahalagahan ng CCT. Siguraduhin na ang lahat ng alituntunin, batas, at pamantayan ng CCT na may kinalaman ay nailapat sa iyong desisyon at hakbang na pinagpasyahan. Sumangguni sa iba at itala ang kanilang opinyon para sa iyong planong hakbang.)*

Proceed with confidence. *(Magpatuloy nang may kumpiyansa sa iyong gagawin.)*

Communicate your decision and rationale to stakeholders. Reflect upon what was learned. Share your success stories with others. *(Ipaalam ang iyong pasya at ang mga dahilan nito sa mga kinauukulan at sa mga maaapektuhan nito.)*

Pagbulay-bulayan ang iyong mga natutunan. Ibahagi ang mga kwento ng tagumpay sa iba.)

Summary of Questions to Consider in Choosing the Right Action

1. Does this conform to the Word of God? *(Ito ba ay naaayon sa Salita ng Diyos?)*
2. Will God be pleased with this? *(Malulugod ba ang Diyos dito?)*
3. Is it compliant with CCT policies and procedures? *(Ito ba ay naaayon sa mga alituntunin at pamamaraan ng CCT?)*
4. Is it moral? *(Ito ba ay naaayon sa pamantayan ng moralidad?)*
5. Are you sure that your actions will have no negative consequences to you and to CCT? *(Nakasisiguro ka ba na walang mga negatibong kahihinatnan sa iyo at sa CCT ang iyong hakbang?)*
6. Who else could be affected by this (others in CCT, community partners, etc.)? *(Sino pa ang maaaring maapektuhan nito maliban sa CCT, community partners, at iba pa?)*
7. If you did this, can you tell it to your spouse or children? *(Kung ginawa mo ito, masasabi mo ba ito sa iyong asawa o mga anak?)*
8. What are other options that will not put CCT at risk? *(Ano pa ang ibang kaparaanan na hindi makapaglalatag sa CCT sa alanganin?)*
9. What if this comes out in the news or social media (i.e., Facebook, Twitter, etc.)? *(Paano kung ito ay mapabalita o lumabas sa mga social media tulad ng Facebook, Twitter, atbp.?)*



Bro. Richard Tan, Chairperson of CCT-Tindahan para sa Bayan, Inc. and Sis. Cathy R. Tan, Corporate Member of CCT Kaibigan Ministry, Inc. with the Kaibigang Maaasahan Multi-purpose Cooperative Workers in a Sucat Construction Project



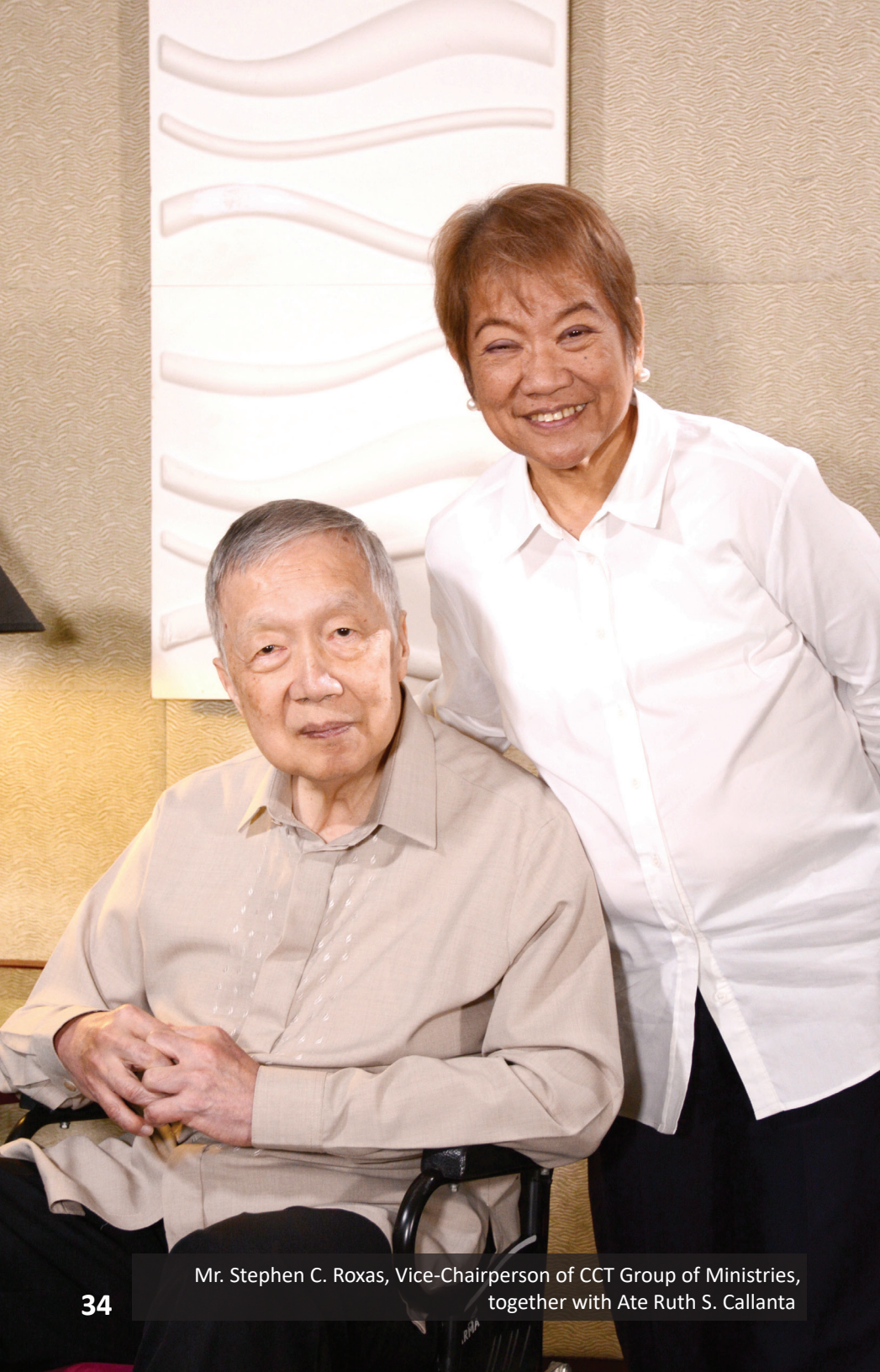
Dr. Melba P. Maggay, Chairperson of
CCT Training & Development Institute Inc.

10. Will you be at peace with God and yourself?
(*Magkakaroon ka ba ng kapayapaan sa Diyos at sa
iyong sarili?*)

VI. Specific Guidelines

Conduct Before Our Co-Workers

- Treat co-workers as family, know their concerns, encourage, and build them up.
- Pray and intercede for one another.
- Nurture a culture of affirmation and concern for one another.
- Listen and understand before making a judgment.
- Treat each other as brothers and sisters in the Lord's family regardless of rank.
- Exercise equal treatment for all and avoid double standards or favoritism.
- Maintain integrity, transparency, and mutual respect as Kingdom people.
- Observe modesty and simplicity in our lifestyle, and decorum in outfits.
- Keep an attitude of other-centeredness. Be sensitive of each other's needs and be considerate of their welfare.
- Observe social media ethics and avoid social media addiction.
- Be instruments of peace and do not cause confusion and conflict.
- Act professionally. Be a committed role model.
- Exemplify servant leadership and be subject to one another.



Mr. Stephen C. Roxas, Vice-Chairperson of CCT Group of Ministries,
together with Ate Ruth S. Callanta

- Rebuke one another in love and in a gentle manner that builds up a person.

Conduct Before Our Stakeholders

- Show genuine concern and empathy to our partners.
- Make a personal connection and take time to listen to them.
- Be responsive to their needs and serve them with joy.
- Do not encourage the practice of being called “Ma’am” or “Sir” by community partners. Instead, encourage the use of “Ate” or “Kuya” consistent with our regard for them as family.
- Maintain transparency and exercise equal treatment.
- Maintain composure with gentleness.
- Be hospitable, polite, courteous, and respectful at all times.
- Conduct ourselves with excellence, integrity, humility, and compassion.
- Have no sense of entitlement but keep a servant attitude.
- Be faithful in both small and big things.
- Pursue professionalism, commitment, and practice of social graces.
- Be professional in dealing with our board, donors, and partners. Always show respect, courtesy, and politeness.
- Be thoughtful of our board members’ birthdays and concerns. Pray for them always.



Prof. Quintin G. Tan, Trustee of
CCT Training & Development Institute Inc.

Professional Etiquette

- Consider the event to attend.
- Follow the dress code.
- Take note of workplace culture.
- Consider types of people you often relate to when deciding what to wear.
- Accessories should not be excessive. Do not invite too much attention.
- Avoid being underdressed or overdressed. Be sensitive.
- Wear moderate make-up for ladies. For men, make sure you shave.
- Wear comfortable shoes.
- Make sure you are confident on how you present yourself and who you represent.
- Do not dress to impress.

Behavior Etiquette

- Know whom to introduce first: junior to senior, fellow worker to client.
- Eliminate meaningless/unwholesome words from your vocabulary.
- Always be on time, organized, and ready.
- Never introduce yourself by your title or designation.
- Maintain eye contact. Do not scan the room when in conversation.
- Never turn down an offered business card. Take time to look at the received card.
- Give a warm handshake that expresses appreciation of the other person.
- Communicate openly and clearly your ideas and requests.

Bro. Luis D. Keh, Trustee of CCT Kaibigan Ministry, Inc.
and Director of CCT-Tindahan para sa Bayan, Inc.
along with CCT Credit Cooperative Staff



- Avoid conversational taboos, sensitive topics, and godless chatter.
- Choose wholesome topics such as sports, cultural events, food, local attractions, and other God-honoring topics.
- Avoid being late regularly because this shows selfish and disrespectful behavior.

Work Etiquette

- Clean your table and avoid cluttering. Do not leave the office without arranging your table.
- Talk softly since the office space is a shared space among your colleagues. Do not dominate the office with your voice. Observe silence.
- Avoid hanging out at someone's table when the person is not around.
- Care to help in cleaning the office. Do your part even if it is not your mess.
- Show respect for people and their belongings. Handle their possessions with care.
- Follow the rules and regulations of the organization.
- Avoid using earphones during working hours unless it is part of the work you are doing.
- File your leave application form accordingly. Report to work on time and be considerate of the management.
- Never ask the salary of your colleagues.
- Value time and deadlines.
- Do your report excellently. Be cheerful and passionate in what you do.

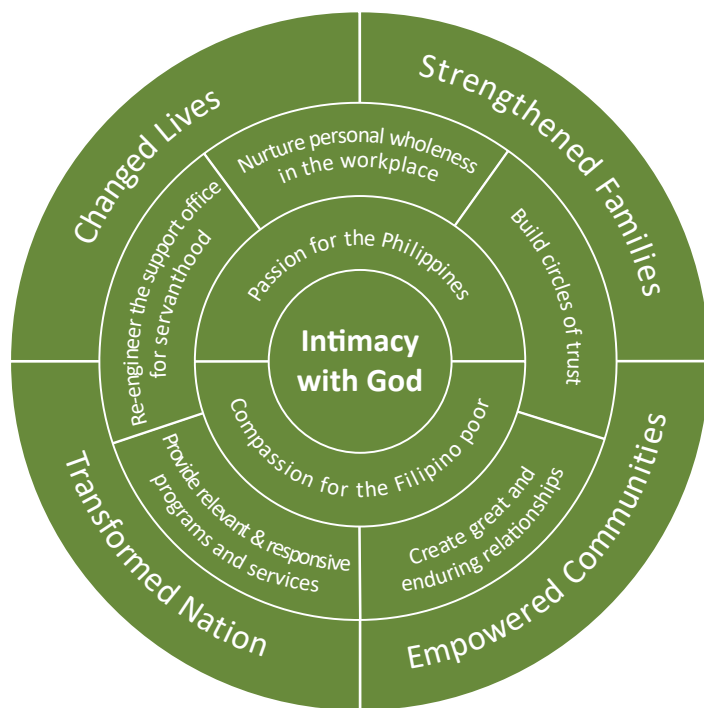


Social Media Etiquette

- **THINK GOD** before you post:

T	<i>Is it True?</i>
H	<i>Is it Helpful?</i>
I	<i>Is it Inspiring?</i>
N	<i>Is it Necessary?</i>
K	<i>Is it Kind?</i>

G	<i>Is it honoring and pleasing to GOD?</i>
O	
D	
D	



Most essential in joining the Holy Spirit in God's work of transformation is the nurturing of our soul. CCT has come up with a framework on nurturing our soul to express our aspirations and commitment flowing from our relationship with God. At the center is intimacy with God, which is the foundation that fuels our passion for the country and the compassion for the Filipino poor. It moves us to nurture personal wholeness in the workplace, build circles of trust, create great and enduring relationships, provide relevant and responsive programs and services, and re-engineer the CCT support office for servanthood. God puts these in order; resulting in changed lives, strengthened families, empowered communities, and a transformed nation. The Bible verses that have served as CCT's inspiration are Isaiah 65:17 and Micah 6:8.

Becoming New Wineskins for the New Wine and Embracing the CCT Code of Conduct

Ate Ruth's Message during the CCT Annual Prayer Retreat in January 4-5, 2019

As you have observed every year, God allows us to choose specific themes that will guide us for the year. In 2018, it was *Discerning the Times* in response to significant events around us. The 2019 theme is *New Wineskins*, which I think is a logical next step. After discerning the times, we have to be prepared as God's instrument in pursuing His purposes in the context of the times, like new wineskins fit and prepared for the new wine.

During our Board Reflection in 2017, our board mentioned significant events around us such as threats to marriage and family, same sex marriage, broken families, broken homes, immorality, extrajudicial killings or *tokhang*, increasing HIV cases, poverty, all signs of end times like earthquakes, climate change, terrorism, dishonesty, degradation of the environment, and disobedience of children to their parents. You know what I am saying because I know this is reality for you too.

CCT Credit Cooperative Chairperson Prof. Ron Chua remarked, "The said events point to looming problems in the horizon as well as to opportunities where God's work of transformation should be." Likewise, Peter Greer, president of HOPE International, said that he is reminded of the "tremendous needs of the world around us...but the Church of Jesus Christ shines brighter. The God Whom we serve invites us to take risks. We should remain mission true."

Bishop Manny of Victory Christian Fellowship had this to say:

"God is shaking the nations. But God's Kingdom will remain. God used persecution to purify the church in the past. The Kingdom of God is continually advancing. In the midst of the shaking, God is ushering His church to new ways and ministries such as the ministries for the drug addicts, for victims of human trafficking, and many more. Either reformation or revolution may result in our country. What will make a difference is the prayer of God's people."

Atty. Caña of the Negros Regional Advisory Council emphasized this:

“How do we discern? We are able to discern when we go near to listen to God. ‘Be still and know that I am God’ (Psalm 46:10). Serious, sustained intercession for the nation is a must.

Is it time for CCT to move from transforming lives and communities to transforming the nation(s)?”

Wine and Wineskin in the CCT Context

Atty. Caña and Bro. Bertram in their video messages during our January 2018 retreat helped us understand wine and wineskin. Let me illustrate these in the CCT context based on the Board Reflection.

What are the ways of the Holy Spirit that we experienced in 2018? In 2018, we saw new target groups that the Lord has given to us. We had been focusing on the poverty groups in the Philippines. But last year, we started the work among the overseas Filipino workers in Hong Kong. Is the Holy Spirit allowing us or directing us to serve new target groups in Philippines and now overseas?

Last year as well, we saw the scaling up of ministries—CCT Visions of Hope, CCT Credit Cooperative, CCT MBA, and the Kaibigan Ministry. All of these ministries, plus the other ones, really experienced expansion on number of beneficiaries, addition of new target groups, and addition of new areas of operations. While doing these, we also experienced the development of self-contained, sustainable communities in the areas of Kalikid, Cabanatuan City, in Panay, in Eastern Samar, and many other areas where we operate.

For the first time as well in 2018, we saw the pressing need to advocate publicly for our children and youth at risk. We have always been low profile. We have always been just working with other people. But in 2018, we could not help but advocate publicly for the welfare of the children and youth at risk.

Again scaling up for new wineskin, the CCT Credit Cooperative is transforming itself into a multipurpose cooperative. CCT, Inc., has come up with models of integrated area development. All ministries had started partnering with new organizations, like-minded individuals, and other corporations as well. CCT TDI is now focused

on starting a School of Faithful Governance and Transformational Leadership in addition to what they are already doing in terms of spiritual nurturing, and technical and vocational courses. There are many other things that the Holy Spirit is revealing to us. These are some of the new wines that we have experienced in 2018.

If these were the new wines that we experienced and the Holy Spirit revealed to us in 2018, what is the expectation for a new wineskin? We know that a new wine cannot be poured into old wineskins because old wineskins will burst. As the Holy Spirit allowed us to get into new things, to experience new ways of doing things, to expand our operations, the CCT community, its ministry workers, its board members, and everyone are expected to be agents of transformation. For us to be able to do this—not just transforming our nation, our communities, but transforming the nations as well—we need to be people who pray consistently, who kneel, who surrender. We need to be people becoming more and more like Jesus. We need to be people who are getting rid of our old self—that we must act justly, love mercy, and we must walk humbly with our God. We need to be people who are able to manage their time, their pre-occupations, their finances; people who are not judgmental but who are more accepting of others; and people with the heart to disciple, particularly discipling the millennials.

Having said all of these—the new wine that the Holy Spirit has poured on us in 2018 and the expectations of new wineskins—I would like to ask, what kind of wineskin are you? What kind of new wineskins are we all?

Old wineskins cannot handle new wine, because old wineskins are rigid. They are not in a learning mode, very proud, arrogant, and there can be cracks on the old wineskins. These are dried up areas that symbolize sinful behavior, mindsets, bitterness, and resentments. They have to be confronted so that they can be transformed. We need the oil of the Holy Spirit to close the cracks.

What is old must be renewed by the Spirit, what is outdated must be remodeled, and what is ineffective must be replaced. God wants to do a new thing. We should not resist it.

New wine requires new wineskins. We have to put off the old self and renew the inner man. Our hope is to be a new wineskin fit as vessel to contain the new wine and to pour the new wine to the world. How can we become new wineskins?

Our passage tells us of great news in Acts 2:17:

“And it shall come to pass in the last days, says God,
That I will pour out of My Spirit on all flesh;
Your sons and your daughters shall prophesy;
Your young men shall see visions;
Your old men shall dream dreams.”

“God will pour out His Spirit on all people.” It is God’s Holy Spirit who can help us to put off the old self and renew the inner man, to close the cracks in our life, to make us passionate, to pursue the new ways of God. To be a new wineskin fit as God’s vessel, God’s call for us is to be enabled by the Holy Spirit. God speaks by His Holy Spirit. The names of the Holy Spirit help us understand how crucial He is in our lives if we are to know when God is speaking to us. We know that He is our Helper and our Teacher.

Second, we must be acquainted with the Holy Spirit’s work. How many of us really know when the Holy Spirit is working?

Third, we must be filled with the Holy Spirit. We must be filled with the Holy Spirit to be personally, intimately, deeply related in every way to the Spirit of God.

Fourth, we must be led by the Spirit. As the Holy Spirit works in our lives, He will do two things which will enable us to receive all the Father wants to give us. The Spirit will make us aware of the enormous riches God has given at our disposal. It is possible to live a Christian life in defeat, joylessness, and fear because you are not aware of what is at your disposal as a fellow heir with Christ.

We must be obedient to the Spirit. Because we are commanded to be immersed in the Holy Spirit and to follow Him as our Guide and Counselor, we are confronted everyday with the decision to obey or disobey Him. Rejecting the words of the Holy Spirit for your life has consequences.

These are ways you can be disobedient to what God tells you by His Spirit:

1. Resisting the Holy Spirit

At times, the word that comes from the Spirit will be difficult. He acts like a surgeon, delicately removing from our lives that which is making us spiritually sick.

2. Grieving the Holy Spirit

Grieving the Spirit focuses upon the result of our disobedience. Every time we sin, God views it as a rejection of Him personally. When we sin, it is not just breaking a rule; it is grieving the Spirit.

3. Quenching the Spirit

The word “quench” means to put an end to, stop, drown out, put out, cool suddenly. Although the Holy Spirit is present in a believer’s life, His freedom to work and speak can be limited by the condition of the believer’s heart.

I have spoken about the new wine that the Holy Spirit poured on us, all in CCT in 2018. We saw how the Spirit worked in the expansion of our areas, in increased number of people we were able to serve, in the new programs we implemented, and so forth.

I have also discussed, though very limited, the new wineskin that is required for all of us to be able to pursue the new wine that the Holy Spirit has poured on us. And this new wineskin that we are expected to embrace and to become will prepare us to be a vessel that can be used by the Lord in expanding His Kingdom.

Prerequisite to us becoming a new wineskin is that we must embrace the CCT Code of Conduct.

There are a lot of principles that have immersed out of our more than 26 years of serving the Lord through the different ministries of CCT. We have depended on the Holy Spirit throughout our journey from a small organization of six persons, to a group of 16 ministries, with more than 1,400 staff and volunteers of tens of thousands working with us.

Our mission statement emphasizes the reality that we join the Holy Spirit in God's work of transforming lives and communities.

Hence, we have personally witnessed the awesome work of the Spirit. What seemed to be impossible before became a reality today.

What can we expect from our Code of Conduct? Our code of conduct will tell us definitely who we are.

First statement in our code of conduct states that we are the nameless, faceless, joyful servants of the living God. We are multicultural, multi-ethnic, and multilingual. We are a community of believers, one in heart and one in spirit. We are all disciples of the living God, Jesus Christ. That will definitely tell us who we are. We are not compromising our identity as children of the living God.

Other things that will be there are—how do we relate with one another? How do we relate with our partners? How do we see our work? How do we behave? And what is our distinctive?

The Code of Conduct will definitely tell us that we are Christians. We are Filipinos. We exercise preferential option for the poor. We are a prayerful, worshiping, serving, witnessing, discipling, training, and learning organization.

These are the things that you will find in our Code of Conduct. And I pray that you will have the time to review it once more, discuss among yourselves, and recommit and rededicate our lives in the service of our God, in the calling that He has given to each one of us, and in pursuing our calling in ways that honor and please God.

My dear friends, my brothers and sisters, my co-workers in Christ, we are facing a new year. We do not know what the new year will bring. But what we know is that we are called by God to serve Him in the best way possible, dedicating our lives in His service, in committing who we are, what we are.

And as a group, my friends, I invite you to say this prayer of Jabez.

"Oh, that You would bless me indeed, and enlarge my territory, that Your hand would be with me, and that You would keep me from evil."

When we ask for God's blessing, we are not asking for more of what we could get for ourselves. We are crying out for the wonderful, unlimited goodness that only God has the power to know about or give to us. This kind of richness is what was referred to in Proverbs 10:22—"The Lord's blessing is our greatest wealth; all our work adds nothing to it." It is wanting for ourselves nothing more and nothing less than what God wants for us.

God's bounty is limited only by us, not by His resources, power, or willingness to give. Jabez was blessed because he refused to let any obstacle, person, or opinion loom larger than God's nature. And God's nature is to bless.

Shall we ask God to expand our opportunities and our impact in such a way that we touch more lives for His glory?

Shall we ask God to put us in the mainstream of His plans for this world—which are beyond our ability to accomplish—and plead with Him, Lord, use me?

Dependence upon God makes heroes of ordinary people like Jabez and you and me.

God's hand is exactly what turns dependence into unforgettable experiences of completeness. "Not that we are sufficient of ourselves, wrote Paul, to think of anything as being from ourselves, but our sufficiency is from God, Who also made us sufficient as ministers of the new covenant" (2 Corinthians 3:5-6).

I invite you my dear brothers and sisters, my co-workers, fellow servants, let us pray this together:

"Oh, that You would bless me indeed, and enlarge my territory, that Your hand would be with me and that You would keep me from evil."

Gary Granada's *Misyon* has been CCT's anthem throughout the years. It reflects our mission of reaching the poorest of the poor and extending Christ's love to them.

Misyon
Gary Granada

Hangga't may isang nagugutom
Hangga't may isang nauuhaw
Hangga't mayroong mga pusong
Nagdurusa't namamanglaw
Hangga't mayroong naaalipin,
Sa layaw ay nalululong
Tayo ay mayroong gawain
Tayo ay mayroong misyon

Hangga't may isang naulila
Hangga't may isang nakapiit,
May kapansana't napinsala,
Naging balo't, nagkasakit
Hangga't may isip at damdaming
Naghahagilap ng tugon
Tayo ay mayroong gawain
Tayo ay mayroong misyon

Hangga't ang Kanyang katarungan,
Pagpapala at pagmamahal
Mangyari sa sandaigdigan
At pangalan Niya'y itanghal
Hangga't may luhan papahirin
Hangga't may pagkakataon
Tayo ay mayroong gawain
Tayo ay mayroong misyon

Granada, Gary. (2016). *Misyon* [Recorded by Choir ng Bayan & Gary Granada]. On Choir ng Bayan 2016 [CD]. Philippines: Gary Granada Musicworks.

COMMITMENT TO SERVE

I hereby declare that I read and understood the CCT Code of Conduct and agree to keep and observe all its tenets, principles, and provisions as a daily guide in my personal life and ministry in serving the Lord for as long as I am, in one way or another, engaged with and/or connected to CCT.

I shall further act, speak, and conform myself to the highest values and standards of God, my true Master and Employer, and abide with all instructions, advice, and directions laid down by CCT through its faithful leadership.

Signed by:

Witnessed by:

Signature over Printed Name

Signature over Printed Name

Date

Date

(Personal Copy)

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Sensing and Serving God in Our Work

We are CCT.

Our Code of Conduct

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