

"Progress Through Unity and Service"

Baguio City, Philippines Vol. 13, Issue 2 (July-Sept. 2010)

The BBCCC PSEVER

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Cooperative Community News and Features

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BBCCC employee
retires. page 2.



By: Riza E. Bueza
EDCOM Member

The Education, Membership and Training Committee (EDCOM) has a crucial role to play in cooperatives. One of its primary task is to keep its members and staff well-informed, educated, and committed.

It is for this reason, that for the month of August and September 2010, four livelihood trainings were conducted by BBCCC's EDCOM. This is in furtherance of the cooperative's mission of providing technical and practical skills to its members so that they can start their own business.

Dr. Mario Valdez, chairman of EDCOM lined up four seminars that allowed members the chance to have hands-on experience on money-making activities.

August 7, 2010 - Baking Pastries and Cakes, facilitated by Mrs. Zenaida Na-



The graduates of the Baking Pastries seminar.

BBCCC Conducts Free Livelihood Training for Members



Mrs. Narag, is busy demonstrating the baking techniques to the seminar participants.

rag which was attended by 11 participants.

August 28 - Baking, facilitated by Mrs. Narag and attended by 19 participants.

Sept. 18 - Soap Making Seminar, facilitated by Mrs. Florisa Tomboc and attended by 19 participants.


Oct. 2 - Learn How to Make Chicken Sisig, Chicken Lumpia and Chicken Spring Rolls.

Membership Report

As of Sept. 17, 2010, there were a total of 552 new members approved. It was in the month of February that BBCCC got the most number of new members with 151. The following is

the per month report for new members: April, 117; May, 71; July, 101; August, 55 and September, 57.

Based on the number of applicants approved according to their organizations the following is the breakdown per sector: private companies, 309; government agencies, 80; OFW's, 26; self-employed, 105 and allotees, 32.

For those interested to attend the other forthcoming free livelihood seminars of BBCCC as well as for those who want to become members of BBCCC, you may get in touch with Mr. Dexie Alterado or Ms. Riza Bueza. You may visit them Monday to Friday, 1 - 5PM at the Education, Membership and Training Committee office. 

Chairman's Corner



Sense of Duty

By **Dr. Amparo T. Rimas**
Chairman/President

Duty escapes no one. Parents need to provide for their family. Children have to respect and obey their parents. Couples owe fidelity for each other. Governments perform tasks calling for good governance and effective leadership. Citizens must obey laws. Everyone has duty to himself and not to depend on others for most of his/her needs.

BBCCC must observe through out the three-fold responsibilities of a member in good standing. Thus they need to save regularly, to borrow wisely, and pay promptly. By saving regularly, they assure themselves of higher amounts, not to mention building a solid financial business for their present and future needs.

Borrowing wisely and paying promptly are almost twin duties because when one borrows, he is obliged to pay. Members should borrow continuously and only for reasons that address their legitimate provident and productive needs. They should consider seriously their ability to pay. Capacity-based borrowing is safe and wise for both the member and the Cooperative.

In additions, loans must not only be repaid but very importantly, paid promptly on schedule. Delayed payments bear heavily on the Coop's financial liquidity. It prejudices the loan privilege of other members who also need to loan for grocery commodities, educational, and health needs of the family, housing and myriad of entrepreneurial initiatives. Delayed payments and loans unpaid account for the delinquency which financial intermediaries, like the coop, can suffer from.

Members who do not develop the habit of saving, who borrow irresponsibly and who delay, or worse, who do not pay at all, compromise seriously their membership status and are most unfair to their co-members. They should realize that the money they borrowed belongs to every member.

It becomes incumbent, then, upon every BBCCC member to develop the culture of saving, to exercise discipline to borrow prudently and to acquire a sense of duty – that of paying loans promptly. ④

1997 - Five years Service Awardee

2002 – Ten years Service Awardee

2005 – Promoted as BBCCC's Interior Decorator

2007 – Fifteen years Service Award



Antonina A. Palmaria or fondly called Nanay Tonya has been with BBCCC for 18 years. She started working at BBCCC last August 17, 1992 as a Maintenance Personnel.



Due to hard work, perseverance and dedicated service she was awarded promotions and she also earned the respect and

confidence of her colleagues at BBCCC.



Last August 25, 2010 at the BBCCC Seminar Hall, a testimonial dinner was held to honor her for her retirement and at the same her farewell and birthday party. She started working as a maintenance personnel in 1992 until she left the cooperative as the Interior Decorator especially during BBCCC's special functions.

The cooperative will forever be grateful of Nanay's devotedness and care for the cooperative. She showed her commitment and enthusiasm in her duties that worth emulating. The heartwarming messages of her colleagues proved her motherly care.

"May each and every passing year bring you wisdom, peace and cheer. May you be blessed more abundantly, may you be sanctified with good health, may you find joy in everything that you do, God bless!" ④ By: **Stephenie Ong**

Editorial

PAYING PROMPTLY

Escalating loan delinquency rates are posing serious problems to banks, creditors, and lending institutions, including credit cooperatives. If left unchecked for a long period of time, this could prejudice the viability and sustainability of the credit institution. High delinquency necessitates higher allowance for probable losses, and in the case of credit cooperatives this would translate to a lower net surplus, if not net loss.


Many coop members seem to be unaware of this reality. They eagerly expect substantial net surplus at the end of the year, yet they do not pay their obligations promptly, or worse they default in their payments for a long period of time. They focus on the bottom line, unmindful of the benefits the cooperative provides them during the year in terms of affordable and humane financial services.

The popular BBCCC line : SAVE REGULARLY, BORROW WISELY, AND PAY PROMPTLY cannot be ignored. Indeed borrowing is satisfying but paying is burdensome, if borrowing is unwise. To put it bluntly, many borrowers default in their payments because they refuse to use common sense vis-à-vis their loan practices. When they are reminded of their past due obligations they complain and say "If I pay my loan nobody remembers, but If I do not pay my loan nobody forgets."

A debt, by its very essence, is to be paid. A debt, therefore, must and has to be paid. Parenthetically, a donation should not be paid because by its very nature it should not be paid. Paraphrasing a German philosopher, a person who pays a debt for fear of its negative consequences is not really acting morally; but if he/she pays a debt because he/she recognizes that he/she *ought* to pay a debt is truly acting morally.

While it is true that there are justifiable reasons for default in loan payments, many borrowers cannot fulfill their obligations because of certain considerations. Below are some tips that could help prevent credit woes:

- Borrow within (or better, below) your means;
- Don't live lucratively on credit;
- Refrain from borrowing for someone; and
- Keep track of your payment date.

Indeed, the BBCCC line: SAVE REGULARLY, BORROW WISELY, AND PAY PROMPTLY should not be taken for granted. 

/ora 0910/

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Editor-in-Chief



Roberto I. Belda



Stephenie Lee Ong

Cooperativism and the Ethics of a Human Face

By Dexie Alterado
Member, Education, Membership
and Training Committee

Several years back I remember that a caption was posted on one of the BBCCC walls. It reads, *People are not interruption of our work They are our work!....* These words indeed aptly capture an essential aspect of cooperative life. It speaks of people and service to the people. Yes, cooperatives are founded on people's will to collectively organize themselves for self-help.

How many faces of people come daily to our BBCCC? Based on the number queuing machine, the MIS office makes a rough estimate of 800-1000 people come to the Coop for varied transactions especially during peak days. This excludes other people like family members of members, their friends and perhaps even prospective members who visit the Education Committee.

Yes, lots of people we meet each day in the cooperative but how many of those people we meet and transact business with we remember? And do we remember them by their faces? How do we treat them or how do we classify them? Do we map them out in term of our coop categories: old member, new member, member in good standing or in bad standing, etc.? It is at this point that I would like to share a thought which I believe worth reflecting on.



People interacting. Photo courtesy of op-wall.com

In our present world, human encounters usually follow the process of inclusion or exclusion in a social space. When we are with other people, we usually map out the situation, and sort out people into those we know and don't know, those we care to know and those we choose to ignore. This is a common characteristic of what we call civilized living. But all too often, the perspective we bring in and the categories we apply into such encounters is utilitarian. In a market driven value system of our world, we don't bother ourselves with people who are not useful or potentially useful to us in some ways.

In a dominantly utilitarian mapped-out world, we tend to relegate the individual we don't know to the margins of our comfort social space. The one we consider "stranger" is somebody whom we know little and desire to know even less. In the moral sphere, the "stranger" is somebody of whom one cares little and is prompted to care even less. Yes, we oftentimes pay scant moral attention to those we don't know and even less to the misfortune of those who lie outside the boundaries of our social maps.

The Jewish philosopher Emmanuel Levinas challenges our stubborn inattention of the other. He teaches us the *"ethics of the human face"* or the respect and responsibility of the total alterity of the other.

The "face of the other" represents the other as other and the encounter with the face make us hear the commandment: *"thou shall not kill"*, *"thou shall respect"* said Levinas. It is difficult to be silent with the presence of the other "face". It is necessary to speak of something, perhaps, of the weather or of no matter what. One needs to speak, to respond to the "face". It is our responsibility to say to the other, *"Here I am"* at your service or *"after you"* sir or ma'am.

Since I read and taught the "ethics of the human face" of Levinas, I have found it impossible to just ignore the other and not morally acknowledge the presence of faces in the workplace, in the school, the cooperative, in the public space... without at least giving an affirmative smile.

Friends and colleagues in the cooperative let us reflect and learn from this "ethics of the human face" and make effort to be part of our daily habit in our lives. ④

Mid-Year Assessment of 2010 Action Plans

By Stephenie L. Ong
Member, Research Development



Participants listening to a presentation.

The annual Mid-year Assessment of BBCCC 2010 Action Plans was held last July 17-18, 2010 at China Sea Beach Resort, Bauang, La Union. It was attended by the BBCCC Board of Directors, General Manager, Officers and Heads of Departments.

Last year, the same group had its Strategic Planning for cooperative. To ensure that the plans are carried out, different committees and departments brainstormed and rated their objectives as 'achieved' or 'not achieved' so as to do more efforts in the objectives that need to be addressed and keep up the good practices that made the goals attainable and a success.

This activity it is centered on becoming a cooperative that is more responsive to the needs of its members. After all, the Board Members, the cooperative officers and the employees are committed to provide quality services to the BBCCC members. ④

Quotations

"If you want to be incrementally better: Be competitive. If you want to be exponentially better: Be cooperative."

— anonymous

Loan Delinquency Study Results Released

By: Roberto I. Belda
Member, Research Development
and Publications Committee

When you secure a loan, it is always best to keep tab of its due dates. Chances are, if you forget to pay your loans on time, you are contributing to the increase in BBCCC's loan delinquency rate.

The research, development and publications committee (RDPC) of BBCCC completed a report about loan delinquency. The objectives of this study were to determine the reasons behind the increasing loan delinquency rate of BBCCC and to provide recommendations to the Board of Directors in order to minimize the occurrence of said concern.

The study investigated 2,400 loan applications made during the period of January to December 2007. In particular the Cash Disbursement Vouchers (CDV) loans within fixed deposits folders were made as the main research documents. From here, 100 individual cases were selected at random.

Based on the sample generated 64% were employees, 25% were business persons or entrepreneurs, 6% OFW's and 5% pensioners/retirees. In the OFW's or the Overseas Filipino Workers sector, it means that the person who borrowed were either the OFW themselves or the recipient of the salaries here in the Philippines.

It was also found out that each of the cases under study has an average of more than one unpaid loans secured from BBCCC (1.6 per person). Cutting across the different sectors, majority of them (71%) obtained regular loans while the rest of the loans secured were divided between special contingency loans (SCL), appliance loans and construction loans.

The findings of the study revealed the following:

For the employees the main reason cited was that they forgot to pay/overlooked (37%) and there was delay in the release

of their salaries (34%). The rest were hospitalization of family members, paid children's tuition fees and money not enough as reasons why the delay in their loan payments.

As per the business persons' reasons, majority (22%) said that their business is not doing well. The rest cited hospitalization (17%) and delayed remittance (17%). Rounding off their other reasons were: the construction of their house, victim of illegal recruiter and again forgot to pay.

In the OFW sector, half of them (50%) said the delay in their expected remittances from abroad forced them to withhold their scheduled payments with BBCCC. In the OFW/pensioners sector, 67% cited financial concerns as the main reason why they failed to pay on time as regards their existing loans.

Thus, based on the findings obtained the general recommendations suggested include: issuing regular reminders either thru texts (SMS) or registered mails as well as more stringent loan approval process. However, before any of these recommendations are to be implemented this will have to be deliberated upon and approved by the Board of Directors first.


Based on the inspection done for the years 2008 and 2009 CDV's, the reasons cited for 2007 loan delinquencies can also be applied for the later years. 



Photo shows BBCCC directors and officers receiving the Association of Asian Confederation of Credit Unions (ACCU) 2009-2010 Certificate of Membership given last September at Seoul, South Korea.

Staff Participates in 3rd National HR Summit

By: Maria Paz D. Pascua
HR Officer


The 3rd National HR Summit was held last July 29-30, 2010 at the ballroom of Crowne Plaza Galleria, Manila. Maria Paz Pascua, Human Resource Management Officer and Rizza V. Gacao, Management Information System (MIS) section head attended the summit.

This year's theme is "Innovations in Recruitment and Talent Management". The other participants were Manila-based HR practitioners and other professionals who wanted to be updated in HR management best practices.

The participants were given lectures related to learning and developing values of being HR practitioners. Such values include having initiatives, willingness to learn and the ability to do some research for personal and professional growth.

One of the topics discussed was the "Factors Toward a Living Culture in Your Company". The speaker, Mr. Pido Aguilar, Jr. defined culture as a system shared by a large group. The participants were taught that culture is the factor in order to better understand the employee's attitude and behavior at work.

Innovations in Recruitment and Talent Management, Recruitment Beyond HR, Evolving Values Affecting Employee Behavior in Organizations, Staffing Metrics/ROI, Taking Charge of Your Development, Workplace Rudeness, Professional Presence for Recruiters, Behavioral Interviewing, are just some of the other topics discussed during the two-day summit.

The speakers of the summit were Jesse Rebastillo of the Philippine Daily Inquirer; Dr. Virgel Bingham of UP - School of Labor and Industrial Relations; Ricardo de Vera, the Chairman Emeritus for Chapters of Philippine Marketing Association; Dr. Erlinda Tiuseco, the Medical Director of PhilhealthCare; Nonong Noriega III of PLDT among others. Both Ms. Pascua and Ms. Gacao are expected to apply what they have learned for the benefit of BBCCC as an effective and efficient organization. 

LUBAS HOUSING SITE DEVELOPMENT UPDATE (3rd Qtr. 2010)

By Aurora M. Ambanloc
Housing Officer



A view of the main road. To the right is the road going to SSS Subd., Brgy. Guitley and to the left is the access road going to the provincial road of La Trinidad, Benguet.

The BBCCC Board for the 3rd quarter has approved the formation of two teams to facilitate the processing of requirements and monitoring of ongoing projects at the site.

The first team called the Task Force Papers (TFP) is composed of Directors Amparo Rimas, Nelson Gayo and Isabelina Ronquillo. The other team is Task Force Development (TFD) comprising of Directors Oscar Adversalo, Mar Valdez, Art Asunsion. In both teams, Dir. Aurora Ambanloc is the ex-officio member being the Housing Officer.

The TFP team is almost complete in the documentation with the Housing Land Use Regulatory Board (HLURB). Included in the HLURB requirements was the installation of a 3' x 6' billboard notice posted at the project site signed by Regional Director Teresita Galacgac.

The other accomplishment was the publication of a Notice in two newspapers of general circulation once a week for two consecutive weeks before the issuance of the License to Sell.

Mr. Edgardo Morales, OIC-Asst. Head, PRL Division of HLURB together with all the members of the Board and Engr. Jupiter Dominguez, project consultant visited the site last Sept. 3. He is requiring that at least 35% or more must be devel-

oped in the area before the issuance of License to Sell is given.

On the other hand, the TFD team complied with the requirements of HLURB and proposed to the Board estimates of the unfinished project which include concreting of the access road, concreting of the curb and gutter, road grade penetration and slope protection costing P5.2M.

The electrical is estimated to cost P2.8M, the water cistern is P1.3M, deep well P2M, the gate and arch P.4M and fencing P2.5M. This totals to P14.4M.

Due to the urgency of these projects to be finished, the Board signed the contract last Sept. 14, 2010 so that by February 28, 2011 these projects will be turned over to the owner in time for the 2011 General Assembly.

The 58 lot awardees, prospective awardees or any other member of BBCCC are invited to visit the site for inspection on the project's progress.

It is also requested that awardees must continue depositing to their Cooperative Housing Investment Planned Savings (CHIPS) in order to contribute to the ongoing development of BBCCC's housing project. ☺

NORWESLU Holds Mediation and Conciliation Seminar

By: Roberto I. Belda
Member, RDPC

The need to establish a new committee in every cooperative is becoming a necessity in the light of increasing numbers of unresolved conflicts. These conflicts can be between members, between a member and the cooperative or between cooperatives. Ignoring these conflicts is detrimental to the cooperative spirit and may hinder the growth of the cooperative movement.

Thus, RA 9520 or the Philippine Cooperative Code of 2008 and MC No. 2007-05 mandate the creation of a Mediation and Conciliation Committee in every cooperative. The main objective of this committee is to settle disputes on the cooperative level without necessarily resorting to legal court actions.

To assist the Cooperative Development Authority (CDA-CAR) in educating coop members on this subject, NORWESLU organized a whole-day seminar on Mediation and Conciliation last August 28, 2010 at the Seminar Hall of BBCCC.

Invited to share their inputs in enlightening the participants were Atty. Ray R. Elevazo, CDA-CAR Regional Director and Atty. Renato C. Fernandez, Chairman BBCCC Mediation and Conciliation Committee.

Atty. Elevazo discussed the legal foundation of this provision by explaining RA 9520 and MC No. 2007-05. Included in his lecture were the concepts of the cooperative alternative dispute resolution where conflicts and controversies are resolved other than a judge of the court. He also discussed the difference between conciliation and mediation. If no agreement is reached in the primary cooperative level, the case is passed to the jurisdiction of the CDA. And when cases are still not settled with the CDA then this is the only time to elevate this to the proper courts.

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CASAL Orientation For BBCCC Staff

By Riza Gacao
MIS Section Head

The Management Information System (MIS) in coordination with the Human Resource Department of BBCCC conducted a three-day Capital Account Savings Account and Loan (CASAL) orientation seminar last August 11, 12, and 13, 2010. This seminar allowed the participants to be familiar with the system especially for those who are not assigned in the Members Account Section.

BBCCC's system includes Savings, Share Capital, Time Deposits, Loans, General Accounting, Saranay, Damayan Trust Fund and Dividend/Patronage Refund. The orientation was divided into three phases: a) the Membership Entry, b) Loan Computation and, c) Application and Collection Entry and the Passbook Printing.

The orientation seminar was alternately facilitated by the MIS personnel led by Rizza V. Gacao (Section Head), Henvi Francis A. Salon (Network Administrator), Blanche C. Mangawa (Database Editor) and Jane P. Suyatan (Department Head, Grocery Department).

A total of 35 employees coming from the different sections and departments of BBCCC attended the seminar. Also present were Josephine A. Ocampo (Treasurer), Dr. George K. Ramos (Audit and Inventory Committee Chairman), Conrado B. Chan and Nida F. Flavies (AIC members).

BBCCC has been using the CASAL system since 2003. In implementing the system, the modular approach was followed due to the large number of member information that will be integrated. For the first year, Share Capital was completed followed by the Savings and Loans Receivable of members. To date, all the transactions from these accounts are accessible in minutes because the CASAL computerization system is now 100% operational. However, continuous enhancement is still on-going to suit BBCCC's changing needs. Technology definitely made work a lot easier and faster resulting to better services for the members.

Financial Literacy for Credit Union Members

By Joy A. Ocampo
Board Treasurer

"Credit Unions must not confine themselves to granting loans. Their main objective should be to control the use of money, to improve the moral and physical values of people, and their will to act by themselves." F.W. Raiffeisen.

The statement was clear that credit union's mission is to enable its members gain financial independence. In order to achieve financial independence, members must be able to take right financial decisions. Financial literacy allows people to increase and better manage their earnings – and therefore better manage life events like education, illness, job loss, or retirement. A compelling body of evidence demonstrates a strong association between financial literacy and household well-being.

The pressing need for improved financial literacy on credit union members is of vital importance due to the deterioration of personal finances and the proliferation of new, and often complex, financial products that demand more financial expertise of consumers. The financial illiteracy of members has also tremendous consequences in the institution level (credit union) such as non-payment of loans resulting to high delinquency, low profit, unable to increase institutional capital and negative image.

Financial literacy – the ability to process financial information and make informed decisions about personal finance – has received growing attention in the developed world and, recently, in the developing world, as a potentially important determinant of household that demonstrate low levels of financial literacy are those that tend not to plan for retirement, borrow at high interest rates, and acquire fewer assets. This has led policymakers ACCU to advocate on financial literacy education at the credit union level, in hopes of increasing household savings, with the ultimate goal of reducing poverty and improving welfare.

The education delivered by credit unions, unfortunately, does not include topics dealing with financial literacy such as the basic financial principles (budgeting and

cash management), debt planning, retirement planning, investing, college funding, insurance planning, and estate planning. The education delivered in various settings, includes the history of cooperatives (international and local), principles of cooperatives, cooperative laws, services of the credit union, responsibilities of members, credit union Board and management, and finally – the most awaited topic – how to obtain loan. Generally, members are sitting for a half day pre-membership seminar in the hope for loan entitlement. The types of training provided by credit unions send a

Continued on page 11.

Continued from page 6 NORWESLU Holds...

In the talk of Atty. Fernandez, he shared the experience of BBCCC when it first implemented this provision. It is difficult at first but when members became aware of this they voluntarily submit themselves to this committee.

But Atty. Fernandez made mention of the fact that it is not clear whether this provision is mandatory or just a suggestion to create a new committee. According to him what is important is that conflicts are immediately resolved without resorting to legal remedies. The different cooperative members of NORWESLU attended the seminar. ¹

Seminar on CDA-BIR RA 9520

Last Sept. 18, 2010, NORWESLU likewise invited Atty. Robert Panopio, Asst. Chief, Legal Division of BIR to talk about the rules and regulations implementing RA 8424 while Atty. Franco Bawang, Attorney III of CDA-CAR discussed about RA 9520 or the Philippine Cooperative Code of 2008.

Their talk was part of the CDA-BIR RA 9520 seminar held at the basement 2 hall of BBCCC and attended by more 40 participants coming from the different cooperatives here in Baguio and Benguet. ²

Seminar on the Implementing Rules and Regulations of RA 9520

By Recilyn L. Nones
Audit Committee Staff

A two-day seminar on the Implementing Rules and Regulations (IRR) of the amended RA 9520 or the Philippine Cooperative Code of 2008 was held last August 12 and 13, 2010 at the BBCCC seminar hall.

This seminar was organized by NORWESLU and the Cooperative Development Authority (CDA-CAR). The seminar was attended by delegates of the different Baguio-based cooperatives.

The first day focused on Rule 1 to Rule 9 of the IRR which tackled the issues on Assembly, Subsidiary and Multipurpose Cooperatives, Guidelines Governing the Procedure for Merger or Consolidation among others.

There was an open forum at every end of the topic and as expected a lot of queries and concerns were raised by the participants. The facilitators and speakers expertly answered all the questions.

Jeanette Mabalot, BIR Revenue Officer discussed the Joint Rules and Regulations Implementing Article 60, 61 and 144 of RA 9520 in relation to RA 8424 on the second day.

It was also on this day that participants were engaged in a lively discussions on tax exemptions and privileges on cooperatives as well as on the extent and limitations on cooperative services rendered to its members.

The other topics that were discussed on this day include: Capitalization and Accounting Procedures, Social Audit, Financial Services, Voluntary Arbitration and the IRR on Special Provisions and BLGF Memo Circular 31-2009.

Overall, the seminar was very informative and provided insights on how to enhance and improve the services rendered by the cooperative to its members. Certificates of appreciation were likewise given to all the participants.

4

NORWESLU and DTI-CAR Conduct Business Training for Members

By Roberto I. Belda
Member, RDPC

NORWESLU in cooperation with the Department of Trade and Industry (DTI-CAR) recently held the Business, Expense, Savings and Training (BEST) seminar last July 9 to 10 at the BBCCC Seminar Hall.

The training seminar cum workshop aimed to teach the cooperative members the basics of starting a business and how to be a micro-entrepreneur.

The facilitators used a methodology that rely less on the usual classroom lecture but more on group activities. They called this approach experiential learning. This concept originally came from South Africa and localized to fit the setting here in the Philippines.

Member cooperatives under NORWESLU attended the event among which were Baguio General Hospital Employee Multi-Purpose Cooperative (BGHMC-EMPC), Baguio Maharlika MPC (BAMACO), Baguio-Benguet Market Plaza Cooperative (BAMAPCOM), Bagong Pag-asa Entrepreneurs Savings and Credit Cooperative (BPESCO), Philex Credit and Philex Consumers Cooperative, Seafarer's Cooperative and BBCCC.

The 55 participants were divided into three groups representing three economies. In each economy the group was again divided into three: two manufacturers and one retailer/middleman. The facilitators acted as the buyers or the con-

sumers.

Initially, each group was given play money representing the capital to start a business. The objective therefore of the activity is how to make the capital grow under various economic conditions and circumstances. The groups with the most profit at the end of the workshop win the game.

Thus, in order to be "competitive" each group must use different strategies and tactics like price negotiations, advance booking, market intelligence, what and how many raw materials to purchase, product design choices among others. While doing all these, each group must record and monitor all transactions on a daily basis like sales and operational expenses.

In between the activities, the facilitators reinforced the learning with a little bit of explanation on the importance and reason behind such activities.

Before selecting a business, the individual must consider the following: knowledge of the business, experience in the field, skills, the costs of entering the business, the competitive barriers and the uniqueness of the products or services.

The able DTI-CAR staff who facilitated the seminar include: Johannes Pal-laya, Layla Corro and Loverette Dang-iw and assisted by practicum student Jackie Tierra.

Also present during the two-day event were Mr. Oscar Adversalo, NORWESLU chair, Dr. Amparo Rimas, manager, Dr. Fely Cruz and Ms. Mary Ann Bungag, Rukcy Regala (staff) and other NORWESLU officers.

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BEST participants busy with an activity.

Value of Work

By Ronald B. Linglingan
Loans Officer

Sometimes, I think twice if I am really needed, because I was being disregarded. As if I was nothing, others are looking for me and you say you love me, but sometimes you don't show it. I want to feel your appreciation, cause I am responsible for sending your children to a well known school, getting your food on the table, for your designer shirt and shoes, including the payment of your amortization on your house and lot, and if it weren't for me you don't have even your dream car, you needed me for all the things you want and dream in your life, I can provide.

I am not forever to be with you, to guide you and help you on your goals. Honestly, I want to grow old with you, but now you take me for granted. In the beginning, I feel your excitement and contentment, but as time goes by, you became less enthusiastic and bored. Some days I even wonder if I mean anything at all to you.

It is not my characteristic to demand, I am just realistic. The point is you needed me as I needed you. Maybe I am stressful sometimes, but that's the payment of what can I do, to provide anything for you and in attaining your goals in life. Just remember to love me by showing how hardworking and honest you are every time you are with me. Now, I've kept quiet and waited to see how long it would take you to realize how much you really need me.

Cherish me, take care of me, love me and I will be here to help and guide you. Who am I, I'm your JOB.

BBCCC Foundation, Inc. Corner

By Dr. Amparo T. Rimas
Member, BBCCC Foundation Inc. Board of Trustees



Pre-School Events

The tykes, parents and teachers of the BBCCC Foundation Preschool had their hands full attending to two important events: the celebration of the Nutrition Month on July 30, 2010 and the Celebration of the Buwan ng Wika on August 27, 2010.

Above photo shows eleven of the kids Danielle Anne Cabanilla, Daniel Jairus Nama, Alexis Rae Talosig, Serine Ozgur, Adrianne Padaco, Marille Cruz, Zoe Mae Tongacan, Clarisse Lagramada, Luigi Samson, Lorin Erich Alcantara and Therese Angela Hadlos cutely displaying fruits and vegetables they used when they recited "Fruits and Vegetables makes children healthy, strong beautiful." As expected, food enjoyed by all were fruits and vegetables.



On August 27, 2010, the kids donned on their barongs and saya's for a delightful Filipiniana Program consisting of native song and dances.

Left picture shows Mya Grace Guilanda, Aurelyn Dotimas, Maita Angela Basilio, Mel Arthur Marquez, Sean Judiel Aguilar and Elcid Depalog displaying their beautiful Filipiniana attire as they sang "Ako ay Pilipino". And for the snacks, everyone enjoyed native cakes such as puto, kutsinta, bibingka etc.

Foundation Scholars

Scholars were taught hands-on food preparation under the guidance of expert

skills trainer Mrs. Zenaida R. Narag. The skills training is one of the projects of the 41-teeners strong BBCCC Scholars which recently elected the following officers: President Daryl Shigetomi, V- Pres. Fred Nico Paras, Secretary: Lea Del Rosario, Treas: Cheryl Liban, Auditor: Amelita Wansi, P.R.O: Caryl Ruth Baldo, Buss Managers: Andrew Wallang & Jedidah Baucan.

Lavenders Declared Champions in 2010 Bowling Tournament

By Jovy Marinas
Member, WEYCom

To foster the spirit of camaraderie among officers and employees, the Women, Elderly and Youth Committee, thru its Chairperson, Dir. Isabelina G. Ronquillo and members, Jovie Marinas and Mila Tacderas, in coordination with Henvi Salon and Rizza Gacao both of the MIS Dept., spearheaded this year's Inter-color Bowling Tournament held last July 7- 23, 2010 at Saint Vincent Bowling Lanes, Naugillian Road, Bagguio City.

The tournament was participated in by six (6) teams. After the usual round robin, the tournament was culminated with a championship round on July 23 immediately followed by an Awarding Ceremony. Below are the winners:

Champion, Lavender Raccoons; 1st Runner Up, Blue Sharks; 2nd Green Penguins; 3rd Yellow Giraffes; 4th Pink Panthers and 5th Red Lions.

Individual awards: Highest Single Score Men, Victor Barlin (Green); Highest Single Score Women, Recilyn Nones (Green); Highest Pinning Men, Albert del Rosario; Highest Pinning Women, Antonina Palmaria.

WEYCom congratulates the winners and would like to express its gratitude to everyone for his/her involvement and participation. ①

First Friday Mass Invitation

To express our thanks to the Lord for His many blessings to all of us, WEYCom cordially invites everyone to join our monthly First Friday Mass 6 pm at the lobby of the cooperative.

For all other activities, all interested senior citizens who are members of BBCCC are encouraged to join the other activities of WEYCom. Please look for Dir. Ronquillo, Mr. Marinas or Ms. Tacderas for the schedule. ②



The proud champions celebrating their victory.

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Continued from page 7 Financial Literacy...

different message – credit union is the place to get easy credit.

Lessons that can be learned from the current global financial crisis could be enumerated as recklessness, greed, ridiculous lending standards, the disappearance of risk managements and so on. Nevertheless, looking at the recipients of credit – unquestionably they are the people who lack the basic financial skills – not being able to make the right financial decisions. Members of credit unions are also making bad decisions in choosing the right products for them. They usually end up in financial trouble instead of hopping into the road to financial independence.

In view of this, the Association of Asian Confederation of Credit Unions (ACCU) through the Philippine Federation of Credit Cooperatives (PFCCO) conducted a trainers' training on the Financial Literacy For Credit Union Members last August 5 – 6, 2010 at the PFCCO Training Center in Manila. This training was attended by members of the different leagues of the federation. Our cooperative has sent seven (7) delegates headed by Dir. Amparo Rimas, BOD Chairperson, Dir. Mario Valdez, Vice-Chairperson, Dir. Oscar Adversalo, BOD Member, Dir. Aurora Ambanloc, BOD Member, Ms. Veronica Cardona, General Manager, Ms. Maribel Pasngadan, Finance Officer, and Ms. Josephine Ocampo, Treasurer. Incidentally, Dir. Adversalo is the chairperson of the North-Western Luzon (NORWESLU) league with Dir. Rimas as the General Manager.

As part of the action plan of NORWESLU, the league in coordination with BBCCC will be conducting similar financial literacy program to its members during the last quarter of the year. And eventually, it may also be included as part of the lectures during pre-membership education seminar (PMES) for potential members.

A financially literate membership of credit cooperatives is key to credit cooperative success and fulfilment of its original mission. **•**

BBCCC Officers 2010



Board of Directors

Standing L-R: Art Asuncion, Oscar Adversalo, Mar Valdez and Nelson Gayo. Seated L-R: Belle Ronquillo, Ampy Rimas (Chair) and Au Ambanloc.



Joy A. Ocampo
Treasurer



Veronica Cardona
Manager



Jopo Andaya
Secretary



Audit Committee
Conrado Chan, Nida Flavier and
Dr. George Ramos (Chair)



Election Committee

Atty. Armando Velasco (Chair), Norma Lacopia and Gerry Soriano



Housing Liaison Officer
Dir. Au Ambanloc

Oversight Officer on
Loans, Billing &
Collection
Dir. Art Asuncion



Legal Committee
Atty. Nelson Gayo (Chair), Atty. Angeline
Cabrera and Atty. Zosimo Abratique



Research, Devt. & Publications Committee
Dir. Oscar Adversalo (Chair), Stephenie Ong
and Robert Belda



Education, Membership and Training
Committee
Dr. Mar Valdez (Chair), Riza Bueza and
Dexie Alterado



Mediation & Conciliation Committee
Atty. Leo Lawana, Atty. Renato Fernandez (Chair) and Atty. Mark Navarro



Women, Elderly & Youth Committee
Dir. Belle Ronquillo (Chair),
Jovy Marinas and Mila Tacderas



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