



## PEOPLE DEVELOPMENT UPDATES

### Immigration Update:

Due to immigration issues (Canada-wide strike at IRCC) processing of immigration documents got delayed. After almost three (3) months of waiting, Pastor Delfred Onde received his worker's visa/permit and is only waiting for his visa to be stamped in his passport. We are looking forward to seeing him at the camp during the camp meeting.

On the other hand, Pastor Neumoel Stina's visa is still in progress, and we are waiting for IRCC to issue his worker's permit to work in Canada legally.

### Recruitment Update:

The search for pastors and teachers (c/o Corinne) is still in progress, and the Conference is diligently doing its best to recruit employees to fill the currently vacant positions. Several interviews took place according to the process set for pastors and other employees. Names will be presented to the board to finalize the search for some churches.

### New Employee:

We welcome our new Youth Director, Pastor Oscar Halvorson and his family to Man-Sask Conference. He started working with us on April 1, 2023, and did his first Pathfinder-Adventurer Camporee last May 19-22, and it was a success.

### Employee Turn-over:

After eleven (11) years of serving Manitoba-Saskatchewan, Pastor Elmer Manzanares will be moving to Alberta to be with his family and to serve the Alberta Conference as Pastor. His service and ministry in Man-Sask as a pastor and member of the BOD are greatly appreciated.

### Issued Credentials:

SDACC has issued credentials to the following new employees:

Ministerial Credentials- Pastors Francis Douville, Oscar Halvorson and Neil Tagarao

Ministerial License- Pastor Wally Lyder

Missionary License- Pastor Zach Wall & Shaun Young

Ministry of Teaching Licences- Nora Chavez and Rey Jereos

In addition to the credentials issued by SDACC, all new pastors have received their clergy licenses from their respective provinces except for Pastor Francis and Oscar Halvorson, who can officiate weddings in Manitoba and Saskatchewan.

### Clerk Update:

The year 2023 has brought our churches several changes in our clerk's offices. We have several church clerks that are new to their position; therefore, training was given, and another training will occur during camp meetings for those who prefer in-person training.



Furthermore, this year we received the revised 2022 Church Manual (20th edition) given to all pastors but not made available to the clerks or elders. This updated copy still needs to be made available by NAD through eadventist.

### **TeamMileage**

As we continue to ensure that our employees are appropriately cared for wholistically and are taking their off days, vacation and other benefits accordingly, we are continually improving our TeamMileage system. All employees are encouraged to take their time off and vacations or days in lieu if they work more than they should within the week to be with their family, rest, and recharge from the stressful workdays. The PPD works closely with the Ministerial Director to ensure that pastors, most specifically, get their well-deserved rest for the week or vacation for the year.

### **ADRA Funding:**

This year Man-Sask signed an MOU with ADRA to receive the **\$34,122.00**, which will be distributed to 5 churches in Man-Sask that applied for funding. These churches are Winnipeg Central Church (\$14,844.87), Mt. Andrews (\$4,135.36), Hill Avenue (\$3,711.22), Rosthern SDA Church (\$4,008.12), Lighthouse of Hope (\$7,422.44). Furthermore, to support the churches in their community outreach, the conference contributed the same amount as the church's contribution towards the project.

In addition to the above funding, Man-Sask received \$14,000.00 for Ukrainians and only \$4,500.00 was spent, leaving us with **\$9,500.00** in our account available to churches who would like to access the funds.

### **Moving Forward:**

As we collaboratively move forward with our ministry in our territory, the following process will continually be visited to ensure that our employees and churches receive the care they need.

**Employee Onboarding/Offboarding Process-** This system is in progress, and the purpose of this is to ensure that our employees will receive complete information about the Conference, constituent churches, their work, benefits, policies and other related information that might be helpful to them. This process covers employees' orientation to exit interviews.

**Training-** Training will be available to all employees per their employment reviews, if necessary. Most training is available online through Adventist Learning Center.

**New revised contracts-** Revised contracts will be sent out to pastors by June, and they have two years to sign the contract, as stated in their letter of notice.

**Employee Handbook-** Final review of the Employee Handbook is in progress and will probably be available to all employees after board approval within the year.

**Safety Church-** To guarantee that our pastors and constituents are free from all kinds of risk, hazards, and harassment, we will encourage all churches to contact our PPD for updates on ARM insurance, policies and practices that might cause harm to both pastors and members of the church. Training will be made available to them according to their specific needs. We are also encouraging our churches to continue diligently ensuring safety within and outside the churches (e.g. Fire safety training, First Aid training, volunteers' vulnerable/criminal record checks, etc).

*Joe Ann Taer*