

## **HR Update**

In the area of Human Resources, the year 2022 was primarily focused on two areas. First was to provide maternity coverage for the Director of Religious Education. With the help of the Parish Priest, a qualified candidate was found and was offered a fixed-term contract starting 6<sup>th</sup> January 2023. The mission was successful, and the relationship was terminated upon the return of Anna.

Further during the years of virtual Masses and mandatory work-from-home, which in turn had an impact on our Parish finances, we had made a conscious decision to control our costs and therefore had not reviewed salaries or considered any year-end bonuses. However, 2022 saw a significant ramp up of our Parish activities and the Parish staff was fully engaged in the “restart”. We agreed to offer year-end bonuses to all staff in recognition of their work and efforts in 2022. As well, having not reviewed the salaries in the past years, we reviewed the base salaries, particularly in the inflation context and decided to increase salaries. We feel the actions recognized the staff for the work and strengthened the overall engagement.