

WorkerCare

March 17-21, 2025 - Joint MSO Meetings Queenstown, New Zealand

Agenda

1. Brief history, objectives, description of MSC program

Discussion - Where is everyone at in the development of their program? (history, objectives, strengths/weaknesses)

2. Preparing to go

Discussion - What supports do you make available to workers before they leave? When does your program begin? Recommendations? Best practices?

3. On the field

Discussion - How do you care for your workers on the field? Challenges? Resources? Increased expectations? Are there ways we can support each other as msos?

4. Returning, reentering

Discussion - How do you care for workers as they return?

5. Retired, refocused

Discuss - How do you support retired workers? Challenges you face? Recommendations

6. In conclusion - key takeaways, action items, resolutions



History of MSC Workercare

- 1. Phil & Marilyn Barnes personal experience in Zimbabwe
- 2. Legal Duty of Care (Westray Bill C-45)

Sections of the Criminal Code

The amendment added Section 217.1 to the Criminal Code, which reads:

"217.1 Every one who undertakes, or has the authority, to direct how another person does work or performs a task is under a legal duty to take reasonable steps to prevent bodily harm to that person, or any other person, arising from that work or task."

The amendment also redefined the term organization to include a broader definition of those potentially liable and added Sections 22.1 and 22.2 to the *Criminal Code* imposing criminal liability on organizations and their representatives for negligence (22.1) and other offences (22.2).



History of MSC Workercare

- 1. Phil & Marilyn Barnes personal experience in Zimbabwe
- 2. Legal Duty of Care (Westray Bill C-45)
- 3. Agency Agreement clauses
- 4. Supplementing the Sending Church's role

"No matter how well the Sending Local Church supports their workers, there will be gaps created by the nature of cross-cultural life and ministry which may not be understood or fillable by the Sending Local Church. MSC WorkerCare exists to fill in those gaps."



Objectives of MSC WorkerCare

To engage workers on and off the field so that they may be enabled, supported, refreshed, and encouraged in their work for the Lord.

1 Cor 16:17-18 "They have supplied what was lacking ...have refreshed my spirit...ministered to my needs"



Objectives of MSC WorkerCare

To engage workers on and off the field so that they may be enabled, supported, refreshed, and encouraged in their work for the Lord.

Phil 2:19-20 -I hope in the Lord Jesus to send Timothy to you soon, so that I too may be cheered by news of you. For I have no one like him, who will be genuinely concerned for your welfare.



Overview of MSC Workercare

- Global breakdown: Europe, Asia, Americas, Africa, Canada and Higher Risk areas.
- 2. Three team couples plus two singles provide the bulk of WC communications and visits.
- 3. Overlaps into other MSC sectors: Admin, Finance, IT, Projects, MEAP





CONRAD & BECKY
LECHELT
South America / Asia



RON & ROBIN
HAMPTON
Europe



PHIL & MARILYN
BARNES
Africa / High
Security Areas



STEVEN VANCE GMWs in Canada



LISA BARBER
Transitions



WorkerCare Team

Where is everyone at in the development of their program?

- History?
- Objectives?
- Strengths?
- Weaknessess?



Preparing to Go

- Mission Orientation Program (MOP) & MSC Academy
- MSC's Plan to Protect Abuse Prevention Program (PTP)
- Onboarding requirements
- Risk Management consult
- Visit SC to discuss 'meaningful commendation', shepherding the worker



What supports do you make available to workers before they leave?

When does your program begin?

Recommendations?

Best practices?



Visits and Communications

- o 'On the field' in person visits (approx. once every 4-5 years)
- Regular communications emails, calls, zoom chats, etc.
- Furlough visits meet with them where they are in Canada (when possible)
- o Office visits suggest worker 'drop in' to engage with MSC staff



Home Office Support

- o Medical and Mental Health assistance
- o Immigration assistance; Visa, PR, Citizen, etc.
- MORE (Missionary Opportunities for Resourcing & Equipping) Resources
 Library
- MEAP (Missionary Education Assistance Program)



- Conferences and Events
 - o Indigenous Peoples Conference
 - o MSC ReQuip
 - Specialized regional events (Equipping/Training and WC combined)



- Risk Surveillance & Emergency / Crisis intervention
 - o Training
 - O Evacuation / strategic vacations
 - Field visit by Risk Manager
 - o Gardaworld Country Briefings
 - overall security
 - environmental
 - infrastructural
 - political
 - medical





Country Briefings

HOME 24/7 ALERTS TRAVEL ADVISORY **Country Briefings** Factsheets PROFILE SIGN OUT



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|----------|----------|----------|-----------------------------|--------------|---|
| Country | | | Types ✓ Countries □ Cities | Search Place | |

| Place | ~ | Assessment | \$ Overall \Rightarrow | Security \Rightarrow | Infrastructural \Rightarrow | Political \Rightarrow | Environmental 😑 | Medical \Rightarrow |
|-----------------------|---------|------------|-----------------------------|------------------------|-------------------------------|-------------------------|-----------------|-----------------------|
| Afghanistan | country | Extreme | 4.75 | U 4.75 | 4.50 | 1 4.50 | 4.00 | (2) 3.75 |
| Albania | country | Moderate | 2.75 | U 2.75 | 2.75 | <u></u> 2.50 | <i>≥</i> 2.75 | 3.00 |
| ■ Algeria | country | High | 3.75 | Ū 3.25 | 3.00 | 1 4.00 | Ø 3.00 | 3.00 |
| American Samoa | country | Low | 1.50 | U 1.50 | 3.25 | 1.25 | | (2.75) |
| ■ Andorra | country | Negligible | 1.25 | ▼ 1.25 | 2.00 | 1.25 | 2.00 | 2.50 |
| Angola | country | Moderate | 3.25 | Ū 3.00 | 3.75 | 1 3.75 | 2 3.50 | 4.00 |
| 🖪 Antigua and Barbuda | country | Low | 2.00 | Ū 1.50 | ② 2.00 | <u></u> 2.00 | ≥ 2.50 | 2.50 |
| Argentina | country | Moderate | 2.50 | U 2.50 | 2.00 | <u></u> 2.50 | 2.50 | 2.50 |
| Armenia | country | Moderate | 3.00 | Ū 3.00 | 3.00 | 1 3.00 | ≥ 2.75 | 2.75 |
| Aruba | country | Low | 1.50 | Ū 1.25 | 4 1.50 | 1.50 | 2.00 | 2.50 |
| Australia | country | Low | 2.00 | 1.75 | 4 1.50 | 1.50 | ⊘ 2.25 | 2.00 |
| Austria | country | Low | 2.00 | U 1.75 | 2.00 | 1 2.00 | 2.00 | 2.00 |
| Azerbaijan | country | Moderate | 2.75 | Ū 3.00 | | 1 3.00 | ≥ 2.50 | 3.00 |
| E Bahamas | country | Low | 2.00 | U 1.75 | 2.00 | 1 2.00 | 2.00 | 3.00 |
| Bahrain | country | Moderate | 3.00 | Ū 3.25 | ⊘ 2.00 | <u></u> 3.00 | | 2.50 |
| Bangladesh | country | High | 4.00 | Ū 4.00 | 3.25 | 1 3.00 | 2 3.50 | 4.00 |
| ■ Barbados | country | Low | 2.00 | Ū 1.50 | ♀ 2.00 | <u></u> 2.00 | 2 1.75 | 2.50 |



III.

HOME

24/7 ALERTS

TRAVEL ADVISORY

Country Briefings

Factsheets

PROFILE

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Country Briefings

COUNTRY INTELLIGENCE



ALERTS

OVERVIEW = 3.00 A

The Hashemite Kingdom of Jordan is a constitutional monarchy in the Middle East that borders Israel, the West Bank, Syria, Saudi Arabia and the Red Sea. The government includes an executive cabinet headed by the Prime Minister and a representative Parliament; however, the King has vast executive powers and is the highest authority in all matters of government. Parliamentary elections occur regularly, but serious opposition to the monarchy is prohibited, therefore Jordanians can only make superficial changes to their government. Situated amid the West Bank and war-torn Iraq and Syria, Jordan is home to some 2.7 million refugees from Palestine, Iraq and Syria that constitute nearly half of the population. Some social unrest exists due to refugee issues, but overall the country remains stable, primarily due to the government's support for international businesses, policies of liberalization and its well-trained and equipped security forces.

Jordan has enjoyed relative peace and security as a result of a peace treaty with Israel and significant financial and military support from the United States. However, cross-border clashes from Syria or Israel are a threat in the northeastern regions, and Jordanian security forces periodically engage border infilirators. Certain sections of this northeast border remain a closed military zone. The Islamic State (IS) has been linked to a number of attacks against security and military forces, however Jordan's capable counter-terrorism forces help to militage this threat. Jordan's economy is still developing and lacks the abundance of natural resources that has granted wealth to its neighbors to the south. This has made the country partially dependent on external aid. However, with the monarchy's Western-leaning policies, the government has created a climate favorable to foreign investment and business in the kingdom has been growing rapidly as a result. The primary threats to foreign travelers in Jordan's main cities are automobile accidents and petty theft. Infrastructure is well developed in these areas by regional standards, but much less so in rural areas.

SECURITY U 3.00 A

The security environment in Jordan is relatively stable by regional standards and thousands of international business travelers and tourists visit the country each month without issue. Petty theft poses the primary threat to visitors, particularly in urban centers and tourist sites. Violent crime is rare. Civil unrest occurs frequently over various socio-economic and political issues and can escalate into violence. Tribal and inter-clan tensions occasionally escalate into communal violence. Conflict spillover from Syria is a threat in the northeastern border areas, and Jordanian security forces periodically clash with border infiltrators. Parts of the northeast at the border with Syria have been declared a closed military zone. The Islamic State group has been linked to a number of attacks against security and military forces, however Jordan's capable counter-terrorism forces help to mitigate this threat.

The Israel-Hamas conflict has resulted in heightened geopolitical tensions in the region. Jordan is concerned the domestic unrest occurring in response to the conflict will escalate into a genuine threat to the status quo within the kingdom, Jordan hosts over 2.3 million Palestinians in its territory, with a history of unrest and violence. There is also an increased risk of militant attacks throughout the country. Projectiles targeting Israel have been intercepted over Jordanian airspace, and Israeli missile interceptors have occasionally malfunctioned and landed in Jordanian territory. Further similar incidents remain possible so long as the Israel-Hamas conflict continues.

ENVIRONMENTAL Ø 3.00 ♠

Jordan's climate is characterized by long, hot, dry summers and short, cool winters. It is located in an active seismic zone and experiences periodic tremors and minor earthquakes. Flash flooding can occur during the rainy season from November to March. Dust storms can occur for days or weeks in the spring, Landmines are known to exist near the Syrian and Israeli border areas, although most minefields are well-marked.

INFRASTRUCTURAL 9 3.00 V

POLITICAL ± 2.50 ▼



| Moderate | | | |
|-----------------|---------------|--|--|
| Overall | 3.00 | | |
| Security | Ū 3.00 | | |
| Environmental | 2 3.00 | | |
| Infrastructural | 3.00 | | |
| Political | 1 2.50 | | |
| Medical | (2) 3.00 | | |



Travel Security Alerts <alerts@travelsecurity.garda.com> to phil -

Fri, Feb 14, 11:40 AM

Choose your language: EN



[EN] Ecuador: Armed attack kills high-ranking military officer on Via a Daule in Guayaguil, Guayas Province, Feb. 14

Armed attack kills high-ranking military officer, wounds one other person on Via a Daule in Guayaquil, Guayas Province, Ecuador, Feb. 14.

Moderate Severity1:

Categories:

Guayaquil ? Locations:

Expected from February 14, 2025 4:36 PM until February 15, 2025 11:59 PM (UTC).

Event

Authorities will likely maintain a heightened security presence on Via a Daule (E48 highway) in Guayaquil, Guayas Province, over the coming hours after an armed attack killed a high-ranking military officer and wounded one other person who were driving on the route early Feb. 14. The assault reportedly occurred near the Litoral Penitentiary, which holds the leaders of Ecuador's gangs and drug-trafficking organizations, killing Lieutenant Colonel Porfirio Cedeno, who commanded the Ecuadoran Air Force's Special Operations Group, and injuring his driver. The attack was almost certainly a targeted assassination carried out by an organized crime group.

Transport disruptions will probably affect the area, including on Via a Daule (E48 highway), over the short term.

































What worker care supports do you provide for your workers on the field?

Particular hallenges?

Resources we should be aware of?

Increased expectations?

Are there ways we can support each other as msos?



Returning Home (Planned or Unplanned)

- Re Entry Resources
- Debriefing MSC and/or Sending Church
- Resettlement funds*
- MORE Network programs Reboot, Review
- OAS assistance and other Gov programs
- In cooperation with Sending Church



How do you care for workers as they return?

Do you have a retirement policy?



Retired Workers

- Continued communications
- Retirement support if necessary RWF
- MSC account remains 'Open' receiving donated funds for prior service
- Occasional visits



How do you support retired workers?

Challenges you face?

Recommendations?



In conclusion...

Key takeaways?

Action items?

Resolutions?

