

# HR ADVISORY SERVICE OPTIONS FOR MB CHURCHES

As part of CCMBC Legacy Fund's ongoing commitment to support the health and effectiveness of our churches, conferences, and ministries, we are pleased to provide an updated overview of three HR advisory service options available within our Canadian MB family. Each provider brings experience supporting Christian organizations and offers practical assistance across the HR lifecycle.

## Canadian Centre for Christian Charities (CCCC) (For all Canadian MB organizations)

**HR Program Overview:** <https://www.cccc.org/hr> **Email:** [support@cccc.org](mailto:support@cccc.org)

**Program Brochure:** [https://www.cccc.org/documents/hr/cccc\\_human\\_resource\\_program\\_brochure.pdf](https://www.cccc.org/documents/hr/cccc_human_resource_program_brochure.pdf)

**Membership Options:** [https://www.cccc.org/membership\\_options](https://www.cccc.org/membership_options)



CCCC offers guidance and numerous resources to support Christian ministries on their journey to becoming ever more exemplary, healthy, and effective. They provide hands-on, customized HR solutions tailored specifically for Christian ministries. Support is delivered primarily as a virtual service, with most interactions taking place by phone or email. **Canadian charities with an active CCCC membership (see membership options above) are eligible to access this service.**



### Key Features

- Customized HR support for Christian ministries
- Primarily virtual service (phone and email)
- Access to certified HR professionals
- Practical help with hiring, termination, conflict management, policy development, and organizational culture
- CCCC members have free access to a library of HR resources and bulletins, and the ability to ask general HR questions at no cost

### Pricing Structure

- Time is purchased in blocks of 2, 5, or 10 hours at a rate of \$150/hour, with no taxes. This prepaid model provides predictable costs and flexible support for ministries with varying HR needs.

## Spraggs Group (For all Canadian MB organizations)

**Website:** <https://spragsgroup.com> **Email:** [info@spraggsadvisorygroup.com](mailto:info@spraggsadvisorygroup.com)



Spraggs Group provides HR advisory services designed to support churches, ministries, and non-profits. Their consultants bring experience working with faith-based organizations and offer practical, relationship-focused assistance.

### Representative Services

- HR program design and implementation
- Employee relations guidance and leadership coaching
- Staff handbooks, policies, and employment documentation
- Recruitment and talent acquisition support
- Compliance assistance aligned with legal and ministry values

### Pricing

- \$200/hour
- Flat-rate project pricing is available
- **BCMB churches should make enquiries through the BCMB conference office as an alternate service structure has been implemented**



## Peterson HR Consulting (For ABMB, SKMB, and MBCM organizations)

**Website:** <https://www.petersonhrconsulting.com> **Email:** [keith@petersonhrconsulting.com](mailto:keith@petersonhrconsulting.com)



Peterson HR Consulting offers personalized HR support tailored to small and mid-sized organizations, including Christian ministries. Their approach emphasizes practical solutions, leadership development, and context-sensitive HR practices.

### Representative Services

- HR audits and organizational assessments
- Policy and handbook development
- Guidance on staffing, performance management, and conflict resolution
- Hiring and termination services
- Coaching for leaders and boards
- Support for governance-related HR questions

### Pricing

- \$150/hour

