



Presbyterian Church of Aotearoa New Zealand



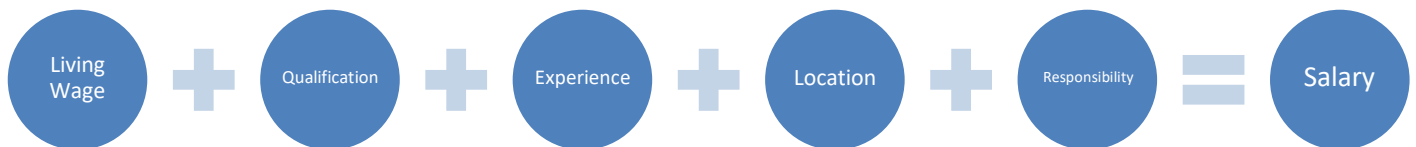
## Presbyterian Youth Ministry and Kids Friendly Recommended Pay scale for Lay Ministry Staff (2017)

Presbyterian Youth Ministry and Kids Friendly recommend congregations pay a salary to its ministry staff that will mean they can work without unnecessary financial worry. By being an excellent employer following best practice, churches can expect longevity and quality from their staff members, which leads to more impactful ministry.

### Calculating the cost of a lay ministry worker:

- 1. The lay ministry worker pay package**
- 2. Employment expenses**  
Kiwi saver contribution, professional development, mobile phone etc.
- 3. Ministry budget**  
Curriculum, materials, equipment etc.

### 1. The Recommended Lay Ministry Worker Pay Package



The Presbyterian Church of Aotearoa New Zealand adopted the Living wage at GA2012 as the minimum an employee should be paid. The Living Wage is currently set at \$20.20 (2017). This is the minimum amount any lay ministry staff member should be paid.

In addition to the current living wage, it is recommended that churches take into account qualifications, experience, responsibility and their location when determining the pay.

## PYM & KF Recommended Pay Scale

Base Salary	Living Wage
2017	\$20.20



Qualifications	% of Living Wage
Certificate	5% (\$1.01)



**Employment: Recommended Pay Scale for Lay Ministers**

<b>Diploma</b>	10% (\$2.02)
<b>Degree +</b>	15% (\$3.03)



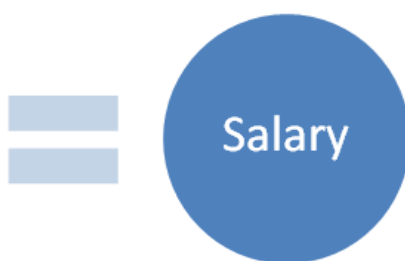
<b>Experience Addition</b>	<b>% of Living Wage</b>
<b>3 years</b>	5%
<b>6 years</b>	10%
<b>9 years +</b>	15%



<b>Location</b>	<b>% of Living Wage</b>
<b>Rural town</b>	0%
<b>Provincial city<sup>1</sup></b>	5%
<b>Major City<sup>2</sup></b>	10%



<b>Responsibility</b>	<b>% of Living Wage</b>
<b>Large ministry</b>	5%
<b>Oversight over staff</b>	10%
<b>Large ministry and oversight of staff</b>	15%



It is hoped that the pay scale will encourage lay ministry workers to stay longer in their ministry roles and to gain better qualifications.

This pay scale ranges from \$20.20 (living wage 2017) per hour for an inexperienced, unqualified lay ministry worker in a rural setting to an annual salary of \$62k for a lay ministry worker, who manages

<sup>1</sup> Provincial cities: Dunedin, Rangiora, Nelson, New Plymouth, Napier, Tauranga, Hamilton

<sup>2</sup> Major Cities: Queenstown, Christchurch, Wellington, Auckland



a team of children's/youth workers in a large ministry context in a major city, is qualified and has over 9 years of paid experience.

It is recommended once employed, the lay ministry worker should be reviewed annually, with an increase in salary set on 1 July based on the Labour Cost Index to March, issued by the Department of Statistics.

## 2. Employment Expenses

Highlighted here are some of the other employment expenses.

Expense	Budget
KiwiSaver	3% of salary
Mobile Phone	1000
Mobile plan	200
Laptop	1000
Professional Development	1000
Spiritual Development	500
Supervision	500
Mileage	1000
Vacation	(will you need paid cover?)

## 3. Ministry Budget

In addition the cost of employing the lay ministry worker, a church may well need to set aside several thousand towards the ministry budget. For example :

- Programming costs
- Curriculum
- Leadership development
- Events
- Promotional materials
- Equipment
- Admin