

## Remuneration for Youth Ministry Staff in Parishes / Ministry Units

*Approved by the Standing Committee, Diocese of Christchurch, up-dated @ 1 September 2023*



**NOTE:** This scale is subject to percentage increases to stipends at 1 August annually, as approved by Standing Committee.

**Pay Scale:** The following hourly rates are **recommended** for Youth Ministry Staff in the Diocese of Christchurch and reflect the following

- 1 The **priority** of Ministry to children and young people recognised in the Diocesan Strategic Plan *Growing Forward*
- 2 the importance of providing **fair and reasonable remuneration** to Youth Ministers and Lay Ministry staff
- 3 the employee's levels of **qualifications** and **experience**, and the **responsibilities** of the particular role.

**Parishes / Ministry Units are encouraged to support wherever possible:**

- 4 the sustainability and retention of lay youth ministry staff, including allowing for Study Leave (*recommended 1 month each 3 years*)
- 5 time & funding for Professional Development including education towards diploma or degree level Ministry or Theological qualifications.

Steps	Description of Qualifications and Experience	Hourly Rate
<b>Step 1</b>	Has a <b>limited experience</b> of youth ministry / youth work <i>(Living Wage – 1<sup>st</sup> September 2023)</i>	<b>\$26.00</b>
<b>Step 2</b>	Holds a <b>Certificate</b> -level qualification in ministry, theology, youth work, teaching or other relevant equivalent qualification and <b>some relevant experience</b>	<b>26.36</b>
<b>Step 3</b>	Holds a <b>Diploma</b> -level qualification in ministry, theology, youth work, teaching or other relevant equivalent qualification and has <b>three years relevant experience</b>	<b>28.12</b>
<b>Step 4</b>	Holds a <b>Degree</b> -level qualification in ministry, theology, youth work, teaching or other relevant equivalent qualification and has <b>three years relevant experience</b>	<b>30.45</b>
<b>Step 5</b>	In addition to the qualifications and experience of Step 4, holds a position of <b>senior responsibility</b> eg has oversight of 10 <b>or</b> more staff/trainees and/or volunteers <b>or</b> a youth group of over 50 members.  <b>NB:</b> This step applies as a minimum level for all Diocesan Youth Ministry appointments.	<b>32.30</b>