

Remuneration for Youth Ministry Staff in Parishes / Ministry Units

Approved by the Standing Committee, ADMSC, up-dated @ 1 November 2020

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

Pay Scale: The following hourly rates are **recommended** for Youth Ministry Staff in the ADMSC 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 and funding for Professional Development including education towards diploma or degree level Ministry and / or Theological qualifications.

Steps	Description of Qualifications and Experience	Hourly Rate
Step 1	Has a limited experience of youth ministry / youth work	\$22.10
Step 2	Holds a Certificate -level qualification in ministry, theology, youth work, teaching or other relevant equivalent qualification and some relevant experience	\$22.42
Step 3	Holds a Diploma -level qualification in ministry, theology, youth work, teaching or other relevant equivalent qualification and has three years relevant experience	\$24.13
Step 4	Holds a Degree -level qualification in ministry, theology, youth work, teaching or other relevant equivalent qualification and has three years relevant experience	\$26.12
Step 5	In addition to the qualifications and experience of Step 4, holds a position of senior responsibility eg has oversight of 10 or more staff/trainees and/or volunteers or a youth group of over 50 members. NB: This step applies as a minimum level for all Diocesan Youth Ministry appointments.	\$28.74

Note: Please direct any queries to the Diocesan Manager, diomanager@anglicanlife.org.nz

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