

PCANZ recommended pay scale **for staff working with young people (Updated 1 September 2025)**

Presbyterian Youth Ministry and Presbyterian Children & Families Ministry 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.

- The Presbyterian Church of Aotearoa New Zealand adopted the Living wage at GA2012 as the minimum an employee should be paid. As of 1 September 2025, the living wage is set at \$28.95 per hour. This is the minimum amount any lay ministry staff member should be paid.
- When there is a living wage increase notified by Living Wage Movement Aotearoa New Zealand, this increase should be applied from 1 September 2025.
- It is up to individual churches to decide what to pay non-stipend staff who earn more than the living wage. It is therefore up to each individual church to determine:
 - If it will offer salary increments in excess of living wage based on experience, qualifications etc,
 - whether to offer annual salary increases, and the quantum of that increase.
- It is recommended that, once employed, the lay ministry worker's pay and terms be reviewed annually.

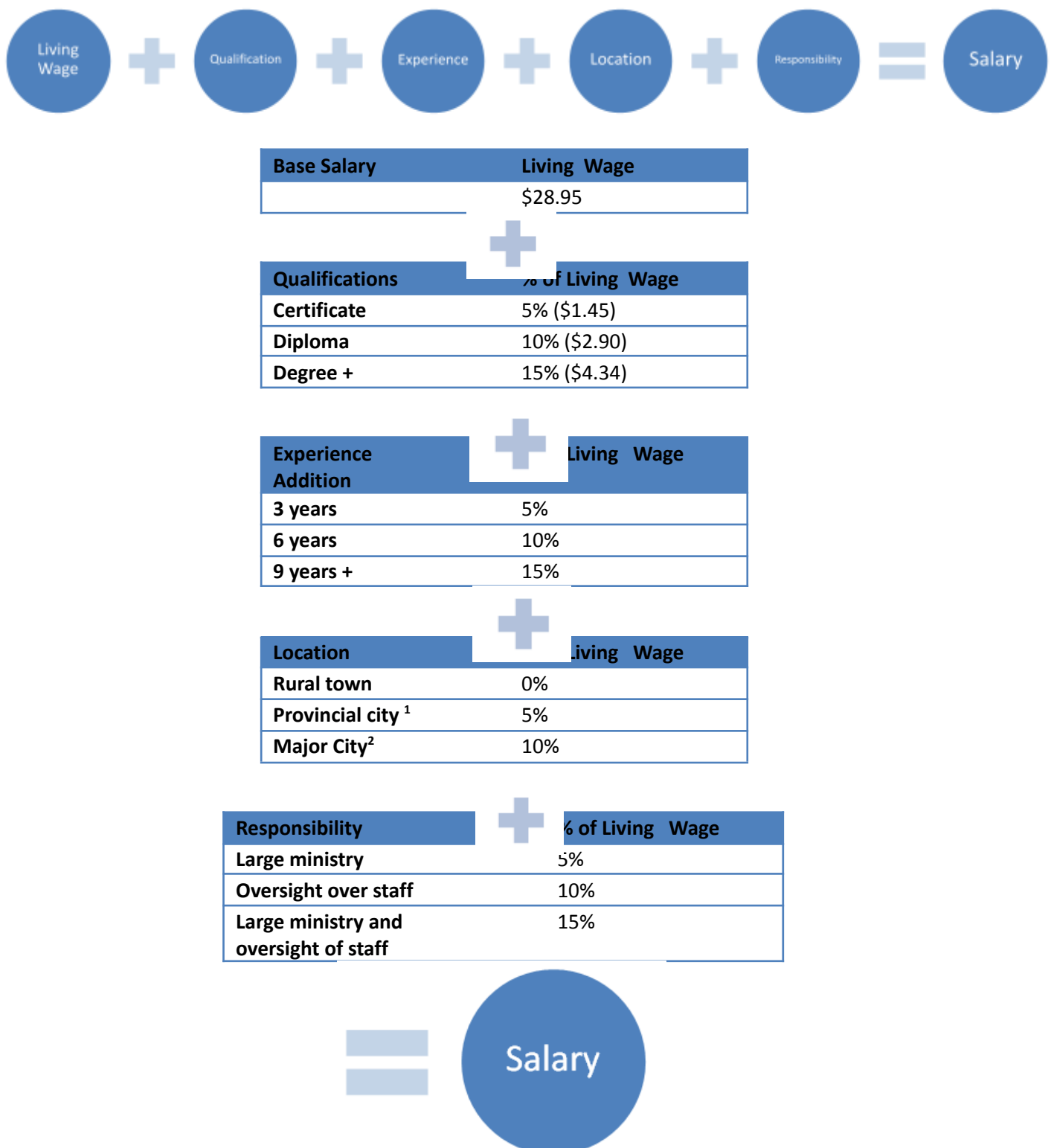
Calculating the cost of a lay ministry worker:

- 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

It is hoped that the pay scale will encourage lay ministry workers to work longer for churches and to get better qualified.

This pay scale ranges from \$28.95 per hour for an inexperienced, unqualified lay ministry worker in a rural setting to an annual salary of \$89k for a lay ministry worker, who manages a team of youth workers in a large ministry context in a major city, is qualified and has over 9 years of paid experience.

1. The Recommended Lay Ministry Worker Pay Package



2. Employment Expenses

¹ Provincial cities: Dunedin, Rangiora, Nelson, New Plymouth, Napier, Tauranga, Hamilton

² Major Cities: Queenstown, Christchurch, Wellington, Auckland

Highlighted here are some of the other employment expenses.

Expense	Budget
KiwiSaver	5% of salary
Mobile Phone	1000
Mobile plan	200
Laptop	1500
Professional Development	1000
Spiritual Development	500
Supervision	900
Mileage	1000
Vacation	(will you need paid cover?)

3. Ministry Budget

In addition, the cost of employing the staff member, 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