

PRESBYTERY CENTRAL

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Presbytery Central Guidelines

Payments to Presbytery-appointed Interim Moderators, Ministry Settlement Board Convenors and members, and Local Shared Ministry Enablers

Purpose:

To enable a payment system for ministers or elders fulfilling certain Presbytery roles, in order to remove barriers to ministers or elders agreeing to serve. This policy covers time and travel expenses.

Background:

The pool of ministers to draw from in filling Interim Moderator (IM) and Ministry Settlement Board (MSB) convenor roles, has so diminished that it is quite usual to struggle to find a minister to agree to take on these roles where there is a ministerial vacancy.

A Local Shared Ministry enabler is a role that requires a specific commitment, for a lengthy period of time.

Alpine Presbytery has, for several years, moved towards a more user-pays type of system for IMs and MSB convenors. The congregation receiving this leadership is expected to pay for their services. Their model has the sending church getting payment, where the minister is full-time, and the person themselves receiving payment, when part-time.

Regarding mileage, our Presbytery is now seeing situations of ministers in roles that are over 100km from their home. We view that a parish with a ministerial vacancy should not be penalised with huge mileage costs because of the distance to where their IM/Convenor/Local Shared Ministry (LSM) enabler lives. Therefore mileage payable by a congregation will be capped, akin to the maximum distances travelled within the former presbytery boundaries. Presbytery will pick up mileage costs beyond those caps.

This policy also applies to elders who fill the role of MSB convenors. Presbytery members of a MSB, who are not the convenor, are able to claim mileage.

Applies to:

Ministers, who are in good standing with the Presbyterian Church of Aotearoa New Zealand, whether active or retired, stipended or not, full-time or part-time, or elders, in the following roles: Interim Moderators, Ministry Settlement Board convenors, and Local Shared Ministry enablers.

A minister, their sending church, or an elder, may choose not to charge the church receiving their services, or to charge a lesser amount.

Inclusions:*Compensation for time*

Contact time, not travel time, will be paid at a flat rate of \$40 per hour. This will be paid to the minister's congregation, where they are in full-time stipend ministry. For a part-time or non-stipended minister, or elder, this payment will go direct to the minister or elder.

This hourly rate is not directly linked to stipend. It is set at the level that is felt to be equitable and fair.

The hourly rate should be reviewed annually.

This payment for time only applies to the convenor of an MSB, not to an elder who is a Presbytery-appointed member of an MSB.

Mileage

Ministers and elders may claim mileage to attend meetings in their roles as IM, Presbytery-appointed MSB convenor or member, and LSM enabler. This is payable at the Assembly rate, which is the IRD rate.

There will be a cap on the distance for which the congregation will pay mileage. This is 140km for a return trip, with the exception of Wairarapa, where the cap is 90 km. This is an approximation of the maximum distances travelled within regions/areas. See table below.

The rate for travel beyond the capped distance, will be paid to the minister or elder by Presbytery.

Ministers and elders in IM, MSB and LSM enabler roles, and the congregations, should use online meeting tools where possible and reasonable, to limit unnecessary mileage costs. This applies, in particular, where there are long travel distances involved.

Background data of maximum distances for intra-region/area travel		
Region/area	Return distance, in km	Based on
Gisborne	160	Gisborne-Motu
Hawke's Bay	140	Napier to Waipukurau
Manawatu	147	Palmerston North-Whanganui
Wairarapa	90	Martinborough-Masterton
Taranaki	140	New Plymouth-Hawera
Wellington	140	Wellington (Island Bay)-Waikanae

Approved by Presbytery Central Council August 2024. Implementation 1 April 2025.