

PRESBYTERIAN PEOPLE

Employment news & information bulletin

Vol 8 June 2007

Employment update

Welcome to the June edition of Presbyterian People.



Presbyterian Church
of Aotearoa New Zealand

This month includes an update on ministry appraisals as well as highlighting training events being run for presbyteries and parishes later this year.

I have also included an update on Kiwisaver that parishes need to be aware of. Please make sure you read the newsletter from the Finance Team which covers Kiwisaver in more depth.

And, as always, feel free to drop me a line at juliette@presbyterian.org.nz

Ministry Appraisals

At the last General Assembly, the concept of ministry appraisals were introduced for all ministers, with approval given to develop, trial and recommend a procedure to the next General Assembly.

Since that time the National Mission Team has established a work group to roll-out appraisals nationwide, beginning with Dunedin Presbytery in May.

Three-Tiered Approach

In the old system of visitations, presbyteries would appoint a panel to visit a parish once every five years and provide a 'broadstrokes' report on how the parish and its minister were doing.

The new system however will see a smaller group of Appraisers undertake a **Congregational Appraisal** every 3 years. This appraisal will still be high-level focusing on the overall performance of the parish.

At the same time, ministers will be invited to undergo a **Ministry Appraisal**. Again, it will be an Appraiser who will facilitate the process. The ministry appraisal would normally consist of the minister, the Appraiser, the minister's supervisor and possibly a representative from the church council.

The purpose of the ministry appraisal is to assess the minister's performance against a series of competencies agreed to by the General Assembly. A copy of these competencies is available on our website www.presbyterian.org.nz.

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Additionally, the appraisal will assess whether the minister has an appropriate level of supervision and support to perform at their best.

The Appraiser would also make recommendations to the presbytery for any training that is required, which would then be taken using continuing ministry formation points accrued by the minister.

As a final step, the Appraiser can recommend to the presbytery that the parish undergo a **Mission Appraisal**. The presbytery would appoint a panel to work with the congregation and minister to help them develop mission objectives to be achieved by the parish going forward.

Both ministers and parishes will be able to request additional ministry and mission appraisals at any time.

The Appraisers

Each presbytery will be asked to identify individuals to act as Appraisers. These individuals will then undertake training to ensure they have:

- A strong understanding of the theory and theology behind appraisals
- The ability to apply this knowledge in a variety of situations and with different ministers
- Conflict management skills—including discerning the dynamics of bullying
- The ability to facilitate a safe environment to promote development
- Strong report-writing skills to ensure all reports to presbytery are of a high standard

The Roll-out Period

At present, the work group is in the process of rolling-out appraisals in Dunedin Presbytery. Later this year presbyteries will be invited to put forward people they think will make good Appraisers for training. I will provide more information at that stage.

Training Events for 2007

Presbytery Clerks

New material for presbytery clerks is currently being written. Training events to roll-out the material will be held in Auckland, Hamilton, Wellington, Christchurch and Dunedin. These sessions will cover the new Book of Order, key documents such as supplementary provisions as well as introduce updates to existing publications. The Training Events will be scheduled for Saturdays from 10am to 4pm.

Contact People

The new guide for contact people is already out. At this stage we are planning to run shorter training events (1-2 hours) on the new complaints process for contact people. Presbytery clerks will also be invited to these events.

Parishes

At present we are in negotiations to run a series of training events on health and safety and other compliance issues for parishes. These will be run nationwide and are anticipated to begin in September this year.

Kiwisaver Update

Changes and Updates

The government has agreed to contribute up to \$20.00 per week so long as it is matched by employee contributions.

The government will ask parliament to approve its request for compulsory employer contributions starting at 1% in April 2008. I will provide an update if the bid is successful.

At present, it is unclear whether parish ministers will be eligible for compulsory employer contributions. The Finance Team is currently working to clarify the status of ministers in regards to Kiwisaver.

Chaplains will still be enrolled as they are employed.

Financial Advice

Employers are required to provide information on Kiwisaver to their employees by law. However, employers should limit advice to:

- Advising new employees that they have been enrolled, and the deadline for opting out
- Advising existing employees that requested changes to contributions have been made
- Making employees aware that they need to contribute for a minimum of five years before they can draw down their entitlement and that administration fees will still be applied during contribution holidays.
- Providing an investment statement for a preferred provider

Employers should not provide financial advice. Parishes fielding questions from employees and ministers wanting to know WHETHER they should join or not should refer these individuals to professional financial advisors or to the following websites:

- www.ird.govt.nz
- www.kiwisaver.govt.nz
- www.sorted.org.nz

IRD is now in the process of sending enrolment packs to employers.