



## **Staff Remuneration Policy**

### **Purpose**

This policy ensures staff remuneration is fair, transparent and in line with charity governance expectations.

### **Principles**

- Remuneration should reflect role responsibilities
- Consider experience and gifting of the individual
- Take account of the church's financial capacity
- Ensure salaries are reasonable but not excessive

### **Approval of Salaries**

All salaries must be approved by trustees and recorded in trustee meeting minutes.

### **Conflicts of Interest**

If a trustee has a relationship with an employee, they must declare the conflict and withdraw from salary decisions.

### **Review**

Salaries may be reviewed periodically, typically annually or when roles change.

### **Stewardship**

The church seeks to honour those serving in ministry while stewarding charitable funds responsibly.

Adopted by the Board of Trustees on:

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Chair of Trustees (Signature):

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