REMUNERATION POLICY

- Charity Name: ZION PARISH
- Date Adopted: 28th May 2026
- Minute Reference: Rector's Business

Zion Parish is a charity with defined objectives and as such has a duty to donors and stakeholders to exercise tight control over operation and administrative costs.

Clergy of Zion Parish are not employees; they are office holders. Clergy who are stipendiary are paid a stipend and allowances in accordance with scales approved annually by the Standing Committee of the General Synod of the Church of Ireland and the Representative Church Body. Part-time stipendiary clergy and non-stipendiary clergy in receipt of payments for contracts for service are paid amounts relative to the same scales. In accordance with the provisions of the Constitution of the Church of Ireland and the Diocesan Financial Scheme the Diocesan Council sets rates and scales for allowances and bands of stipend consonant with the scales approved nationally.

People, both paid staff and volunteers, are the greatest asset available to Zion Parish. It is essential to the function of the parish that it is able to attract and retain suitably qualified, experienced and motivated paid staff. Zion Parish strives to reward paid staff in a manner that fairly reflects this.

Salaries will be reviewed periodically and may be increased where the parish deems it appropriate and affordable.