



Christian Surfers International Remuneration Policy

Introduction:

Christian Surfers International (CSI) is dedicated to sharing the love of Christ in and through the sport of surfing to create communities of faith in the surf culture and create opportunities for surfers and surfing communities all over the world to know and follow Jesus.

As a non-profit organisation, we believe in responsible and ethical stewardship of our resources, including financial matters. This Remuneration Policy outlines the principles and practices governing the compensation of individuals involved in CSI's operations, ensuring alignment with our Christian values and legal requirements.

Guiding Principles:

- **Non-Profit Purpose:** Remuneration should serve CSI's mission and purpose, not personal enrichment. We strive to honour God and serve His kingdom through our work; financial decisions should reflect this commitment.
- **Reasonableness and Proportionality:** Compensation should be fair and reasonable, reflecting the time, expertise, and responsibility involved in each role. We prioritise utilising resources effectively to maximise our impact in sharing Christ's message.
- **Transparency and Justification:** Remuneration decisions should be transparent and well-documented, with justification based on clear criteria. We believe in open communication and accountability to our stakeholders.
- **Compliance with Regulations:** We adhere to all applicable laws and regulations regarding non-profit organisations, including salary caps and reporting requirements.

That every surfer and every surfing community would have the opportunity to know and follow Jesus.

Remuneration Categories:

- **Board Members: Unpaid or Nominal Compensation:** CSI encourages volunteer service on our board, recognising the privilege of serving through this leadership role. Nominal honoraria or expense reimbursements may be considered, but not regular salaries.
- **Transparency:** Any compensation provided to board members will be disclosed in our annual report.
- **Staff: Market-Based Salaries:** We strive to offer competitive salaries for our staff, aligning with similar positions in the non-profit sector and referencing relevant salary benchmark resources.
- **Transparency:** Salary ranges for different staff positions are held at a board level and can be made publicly available if deemed necessary by the board.
- **Volunteers: No Direct Remuneration:** We value the contributions of our volunteers and recognise their dedication to CSI's mission. However, we do not offer direct financial compensation for volunteer work.
- **Expense Reimbursement:** We may consider reimbursement of reasonable expenses incurred by volunteers while performing their duties.
- **Appreciation:** We actively express appreciation and recognition for the valuable contributions of our volunteers.

Additional Considerations:

- **Internal Controls:** We seek to implement robust policies and procedures to ensure responsible salary setting and prevent conflicts of interest. We believe in ethical financial practices and transparency in all our dealings.
- **Regular Review:** This Remuneration Policy will be reviewed periodically to ensure its continued effectiveness and compliance with relevant regulations.
- **Open Communication:** We encourage open communication regarding remuneration and invite any questions or concerns to be raised with the appropriate leadership team.

Conclusion:

CSI is committed to using its resources responsibly and ethically, including the compensation of individuals involved in our operations. This Remuneration Policy reflects our dedication to honouring God, serving our communities, and ensuring the financial sustainability of our mission. We believe in transparency, fairness, and responsible stewardship as we fulfil our mandate to the surfing world.