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WELCOME

Retirement Thoughts for Educators, Executive Directors and More

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For Congregations

- Honoring your Educator/Executive Director in several ways possible is wonderful for the staff person AND for the congregation.
- It teaches everyone how to honor the people who have been and are important to them.

For Educators, Executive Directors, and Others

- Many congregations are eager to honor their educators/administrators.
- It's an opportunity to honor those who have dedicated their lives to bringing Jewish values to life.
- The organization may not know what possibilities are available. It's helpful to them and to yourself when you suggest some possibilities that have been meaningful in other settings Monetary gift of travel from the congregation and/or gift of some value.

Ideas for Congregations, Educators, Executive Directors

WHAT CAN BE DONE FOR THEM

- Event/service, dinner, day, or weekend of learning in honor of Educator/Executive Director.
- School honoring event on last day of school: songs, speeches, scrap book, gift from the children, from the teachers, from the school families
- Monetary gift of travel from the congregation and/or gift of some value.
- Naming of something meaningful such as an annual education program, an education fund, or a room in the building (could be part of a congregational fundraiser).
- Granting a title: Educator/Administrator Emerita/Emeritus – which might carry benefits such as free membership, free admission to programs, and other honors.
- Congregations often give free membership to retirees.

Post Retirement Benefits

IDEAS HAVE BEEN GLEANED FROM SEVERAL SOURCES

- All withdrawals are considered taxable income (some exceptions). Of course, parsonage reduces that amount
- The congregation has probably made payments to your RPB account on your behalf. They can augment those payments in the years preceding retirement.
- Congregations might provide the employee with a travel allowance to attend conventions in a manner consistent with his/her attendance during his/her tenure.
- Upon retirement, the Educator shall be paid any Deferred Compensation for services rendered prior to retirement.
- The congregation might provide for a sabbatical for the employee to honor her/him after so many years of devoted service.
- After the Educator retires the congregation might continue to maintain health insurance for the Educator and/or his/her dependents for a certain number of years.
- After retirement, the congregation might provide the Educator with office space and secretarial assistance as needed if the Educator is continuing to do work in relationship to the education of the congregation and/or the community