

## Clergy Emeritus Policy

### **Process for this Designation**

The initiative for conferring this honor begins with the Temple Beth El Personnel Committee. It should draw up a formal resolution outlining the specific highlights of the retired Clergy's service; it will also be important to include in the text of the resolution a description of the Clergy's distinctive qualities that members continue to hold in high regard. The resolution shall then be voted on and must be passed by a majority of both the Executive Committee and Board.

### **Conferring the Recognition**

Conferring takes place during a Sabbath service. The congregation should be alerted well in advance of the timing of this service. There will likely be other celebrative activities, but the actual conferring is a ritual act.

### **Granting the Title**

1. A minimum of ten years of service as a senior Clergy.
2. Shall be retiring and may not serve as a full time, paid Clergy for this or another congregation.
3. Shall be approved as Clergy Emeritus by majority vote of the Executive Committee and Temple Board and may be removed for cause as Clergy Emeritus by a two-thirds vote of the Executive Committee and Temple Board.
4. The title shall not be granted through an employment contract with the Temple

### **The Role of the Emeritus**

When a new senior Rabbi or Cantor is elected and enters into office, this responsibility is automatically transferred to him/her. The Clergy Emeritus also should guide lay people to accept the new Senior Clergy as the successor and to show him/her all courtesies. The Clergy Emeritus should refuse to be drawn into questions of congregational policy or into newly established relationships between the new Senior Clergy and his/her congregants, individually or collectively.

The new Senior Rabbi or Cantor has an obligation to accord the Emeritus the proper honor and courtesy along the following lines:

- a. The Clergy Emeritus may sit on the Bimah at all services, and on the platform or at the head table at all significant occasions in the Congregation's life, if Clergy Emeritus so desires. If the Clergy Emeritus prefers to sit with the Congregation or to be absent, such wishes shall be respected.
- b. The Clergy Emeritus may participate in conducting the Synagogue service, preach and/or teach only when invited to do so by the Senior or presiding Rabbi of the Congregation. In accepting the invitation to participate, the Clergy Emeritus will follow the forms of worship and rituals then prevailing.

### Clergy Emeritus Policy

- c. The Clergy Emeritus will be listed along with existing Clergy on Temple letterhead, website and communications.
- d. The Clergy Emeritus shall not attend meetings of the Congregation's Board or of its Executive Committee unless requested.
- e. The Clergy of the Congregation is expected to officiate at life-cycle functions for members of the Congregation and their families. However, when members request the Clergy Emeritus to participate, the Clergy Emeritus may do so, but only upon the invitation or request of the Senior Rabbi or Cantor.
- f. In the event of the death of the Emeritus, s/he should be perpetually remembered during Kaddish.
- g. If requested and approved by the Executive Director and if space is available, the Clergy Emeritus may make use of office space at the Temple and may, if fiscally possible, receive 5 hours of clerical support weekly.
- h. There should be no expectation by the Clergy Emeritus that dedicated technology (cell phone, PDA, workstation) be provided.