

AMERICAN GUILD OF ORGANISTS
Committee On Career Development & Support
Organist Emeritus/Emerita Designation

What issues should be considered in honoring a highly-regarded former employee? What benefits, if any, should accompany the designation of Organist Emeritus or Musician Emeritus?

Definition, Emeritus: An honorary title conferred after a person's retirement, usually corresponding to the last title held during active service.

Applications: Pastors, Educators, Organizational/Corporate Boards, etc.

Three models:

1. Honorary with no continuing relationship
2. Honorary with identical continuing relationship
3. Hybrid, e.g. attendance with no active participation

Factors:

1. Is compensation justified?
2. What length of time of service existed?
3. Is deferred compensation already being paid?
4. Are there continuing duties?
5. Was there a substantial gift made upon retirement?
6. What is the value of the designation to each party without compensation?
7. What is past practice in the institution and in the industry?
8. What income is received, if any, from other similar sources?
9. What is the term of the designation?
10. What can the payor afford?

Range and Kind of Compensation

1. A portion of final salary, paid periodically
2. A lump sum gift
3. In-kind and non-monetary allowances