

**RETIRED ROSTERED LEADERS SERVING IN INTERIM POSITIONS**  
**Northern Illinois Synod, ELCA**

**Compensation for retired rostered leaders serving in interim positions in the synod may include the following:**

**A. Health Insurance**

- A congregation cannot directly pay health insurance premiums for retired leaders. Instead, according to Portico, a retired leader needs to pay the health insurance premium cost for his/her self.
- If the retired leader and the congregation agree, the premium cost could be provided to the leader as part of his/her compensation.
- If a retired leader desires the congregation to pay health insurance premiums, the retired leader must surrender his/her retired status.

**B. Retirement funds (pension)**

- If the retired leader is receiving payment from his/her annuity account, a congregation may not pay into that previously established account on behalf of the retired leader.
- Portico, however, does allow for the creation of a new retirement account in the name of the rostered leader serving as an interim. If a new account is established, the rostered leader may then ask the congregation's financial officer to deduct a percentage of the agreed upon salary and contribute it to the newly established account.

