

Hire an ACC Cantor

An ACC Cantor:

- Has explored his/her **religious and spiritual identity** with special emphasis on its Reform core
- Has a **comprehensive knowledge** of Jewish Music, Hebrew, Liturgy, Bible, Jewish History, Pedagogy, Cantillation, Reform History and Practice
- Knows what it means to lead prayer, to **engage the worshipper**, to connect with the sacred, to interpret liturgical text and to add layers of voices to it
- Has worked/trained in partnership with ordained rabbis and is prepared to be a full member of a **clergy team**
- Has spent a year of study at the Jerusalem campus of the HUC-JIR, and has thus experienced an extended **encounter with Israel**
- Adheres to the ACC's placement guidelines, general standards for membership and **Code of Ethics**
- Is a Jewish professional, either invested or certified by the **HUC-JIR, SSM**
- Is committed to the values, traditions, and ethics of Reform Judaism and has chosen to be a **leader and teacher** within its Movement
- Has chosen the cantorate as a life's work and has studied towards that goal for post-graduate study, developing an ability to support a congregational community founded on **Torah, Avodah and G'milut Chasadim**

The values-oriented reasons above would suffice! **דייננו!** It would be enough for us! However all congregations have a mandate to mind the bottom line! After all, if there's no bread, there's no Torah! **אם אין קמח אין תורה.**

The MUM Department of the URJ realizes that adding clergy salary to a small or new congregational budget can be a difficult task. Several years ago, MUM decided to make it easier for congregations to hire a cantor by DISCOUNTING their MUM dues associated with the new clergy's salary. The **MUM** handbook, which can be found at: [URJ MUM Guidelines](#), explains the process in detail for taking the discount. This particular information can be found on page 4 & 5 of the handbook.

So, what does it mean to your congregation?

Example: An invested or certified Cantor POSITION with a compensation package of \$100,000 is a new addition or replaces a cantorial soloist position at a congregation that has not had an invested or certified Cantor in at least five years.

- **July 2007 – 1st year of NEW Position – Indicated on the first page of the form with the membership information.**

- Reported in the financials at the Fiscal year end **June 30, 2008**
- **Full compensation of \$100,000 is reported. The calculation of dues for the congregation for 2008-09 fiscal year**
- **Includes 1/3 of the full package or \$33,333.34 in the calculation instead of the full \$100,000 for that 1st year.**

- **July 2008 – 2nd year**
 - Reported in the financials at the Fiscal year end **June 30, 2009**
 - **Full compensation of \$100,000 is reported. The calculation of dues for the congregation for 2009-10 fiscal year**
 - **Includes 2/3 of the full package or \$66,666.67 in the calculation instead of the full \$100,000 for that 2nd year.**

- **July 2009 – 3rd year**
 - Reported in the financials at the Fiscal year end **June 30, 2010**
 - **Full compensation of \$100,000 is reported. The calculation of dues for the congregation for 2010-11 fiscal year**
 - **Includes the full package or \$100,000 in the calculation for that 3rd year.**