

## **MUM Incentives and the Hiring of an ACC Cantor**

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 – 1<sup>st</sup> 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 1<sup>st</sup> year.**
  
- **July 2008 – 2<sup>nd</sup> 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.**