



Minutes

AUUMM Annual Meeting 2025

Saturday, July 26, 2025; 9:30-10:30 EST

Unitarian Universalist Church of Atlanta

As part of the 2025 AUUMM Annual Conference

The meeting was called to order at 9:55 AM by Moderator Laura Weiss, who declared that a quorum was present.

Conference Planning Committee Co-Chair Yvonne DuVal offered the **Opening Reading - #435**, Singing the Living Tradition (Kathleen McTigue), Laura Weiss reminded attendees that the agenda is attached to the day's schedule.

Approval of [2024 Annual Meeting Minutes](#) - Deborah Weiner, Secretary - The 2024 minutes were unanimously approved.

Laura acknowledged UUA staff who were present: Sofia Betancourt, Carey McDonald, Sarah Gettie McNeill, Ashley Horan, as well as ministers and religious educators who are present. Laura noted that she hopes to see more sibling religious professionals present in coming years.

Remarks from President of Unitarian Universalist Association - Rev. Dr. Sofia Betancourt

Sofia brought greetings from her colleagues and stated how important it has been to be part of AUUMM. She added that she "holds profound gratitude for being present." She also noted that the work of building and repairing the relationship between the UUA and AUUMM is ongoing. One thing that is true is that when ministry is so difficult, she said, is that AUUMM and musicians "have kept us singing, and held us at the times when ministry is so difficult. You have kept us singing," she said "...singing when we are born and when there are not words enough. As those who keep music alive in our institutions, you are theologians, educators, pastoral care agents, family counselors, faith providers...[and] you are not acknowledged enough. I experience you when we sing about who we might become. I thank you for all that you bring ...I am so proud to be a UU and be here with you." Enthusiastic applause was offered in response to her remarks.

Moderator's Report - Laura Weiss

The Moderator's report is published in the agenda which is posted on the website. "What does a moderator do?" asked Laura. And in response, she said, "I don't know" (which was greeted by laughs). "It's been a whole year of discovering this. Each time we gather in community has

been holy to me. You are the members we are called to serve. Your deeply human experiences...those are our number one priority. I feel the joy people are experiencing. I love that we are getting together and sharing life with one another. The board has worked hard to right our ship this year and change our structure, and rebuild our relationships with our sibling and partner organizations.

“I want to talk about rewards. We are going to work harder to let you know what we are doing, and you need to know what we are doing. The board is taking on challenges that are not insurmountable, but they are big. I cannot say enough how valuable your president Jen Hayman has been to this team. Her wisdom, kindness, and loving spirit have made her ready to jump in and restore relationships - and this has led us over and over to say ‘yes we can.’ Matt Meyer, our Treasurer, has been amazing. Matt’s fiscal responsibility sits in his soul and in the soul of this organization. With the grants and opportunities and creative ways to grow this organization the possibilities have been amazing. We would not be where we are without him. Many of you have had the chance to learn from the organizational wisdom of Deb Weiner. She has brought meticulous minutes and she calls us to our best selves by highlighting action items in the minutes. And we realized we had better selves: Bran Lenox, creating containers of heart and caring in every offering. Verdis LeVar Robinson, who provides unique perspectives and loving guidance to us...you wait, and then this crystallized beautiful thought comes in. Anderson Manuel was sitting on our board and we were talking about how our members at large deepened the community. He is a natural storyteller, and he is going to help us tell these stories. If you saw him in opening worship you saw this. The board has formed a unified group of people to help bring AUUMM to a unified space of connection, community and engagement.

“I hope the work we are doing is consistent with the scale and size of the organization. This is a volunteer community. This is a volunteer conference. People say how great this organization is. We are doing this with volunteer help. How many of you are part time? You know what I mean. And we have super staff in this organization. Allison King is amazing as our administrator. For a small professional organization it means we have to stay nimble and emergent in what we are doing. We went to the drawing board and said ‘what is happening?’ There is a lot. We are proud to partner with you and to say, with us, thank you for being on the journey. We are excited for the year to come.”

Treasurer’s Report - Matt Meyer

Matt’s full report is available online.

He said, “Before we nerd out on numbers I want to nerd out on governance structure. A few years ago when I was diving into governance models of evangelical churches, I was studying how leaders understand growth...proselytizing, evangelizing. Proselytizing means winning people to your mandate. The numbers are success itself. At the other end are the social clubs. They believe the value is related to its scarcity: upscale country clubs, Mar a Lago, and congregations whose smaller numbers are sometimes seen as a marker of their intellectual superiority. In the middle are two models that believe that what is happening is internal. The internal facing church focuses on internal programs, growth is an indicator that you are doing something right, it is a byproduct. The other side is evangelicals, who want to share the good news. If you have food to share and your neighbor is hungry you will offer it. We will encourage people who have experienced growth and extend and invitation to their neighbor. My own belief is that I am evangelical. If the organization is offering transformation and courage that organization is going to grow unless we keep it a secret. Danielle DiBona once asked a group, ‘how many of you have been changed,’ and hands went up. And then she asked, ‘how many of you invited someone here,’ and almost no hands went up. In a time of rising authoritarianism, it

is important for us to build healthy organizations, and tracking where our dollars go as well.”

Matt continued with his report on finances for the organization. He noted that 2024 is the first year since covid where we ended with a surplus. “We finished the year with just under \$218K in our accounts, and after the offering I am sure it will be higher (laughs). The balance sheet shows you as of December 31 where we spent and made money. The P and L...we have investments, member dues, and our conference P and L. This year 2024 ended up much better than expected in two categories. The investments are the most erratic of those incomes, and so is the conference. The margin of getting more or less income in the conference with buses and housing and food means we can make or lose a lot of money. In 2019 we brought in \$52K. Last year we brought in \$32K. You can help by sharing the story of memberships and what you get through this organization, as well as the support we offer to members.

“Our current budget plans for a \$6,700 loss this year. I hope that won’t happen, that this conference will put us ahead of that. I want to finish with a few asks: how many of you have found renewal at this conference multiple times? How many of you have lost track of all the resources you can take home with you? How many of you have found some courage for the year ahead? How many of you know someone who needs these things? How many of you know someone in need of renewal and courage. These are my asks: come back to the conference next year and bring a team: your choir members, song leaders who love community singing. This is now a gathering of not only professional musicians but all who love music. Bring your musicians. Bring your minister and your religious educator. Bring them all. Ask for AUUMM dues and conference fees to be included in your professional expenses. Ask to share an offering with AUUMM. A few churches have done that, but not many. We need to shift that. Finally, make a personal donation if you are willing and able to do that. Capitalism warps our understanding of money, but if you can afford an extra donation I hope you will give generously to it. And check out our volunteer fair that will happen in a few minutes. And thank you for the movement building that makes this place what it is. Blessings.”

Executive Administrator Report - Allison King

Allison reported, “Our membership numbers have grown. We had 340 current members, but now we have 405 members which is wonderful. We are shooting for 450. There are several people who brought others to the conference. The big thing on my plate was moving to a new membership platform. The conference part is fine, the website part, not so much. The company has not provided what they promised in terms of functionality and after the conference we will review where we are and then will decide if we want to renew. I hate to change but if it is not serving you, we are not going to do it. I am willing to dive into another pool if it is better for the membership.

“We had 90 new members this year. 57 new members last year. We have had the chance to work with a web designer on putting our website together. The website part has been locked a bit...(laughs). 221 registered for this conference, that compares to more than last year, including several non members. There are 21 attending online. All of the organization grew. Matt and I worked together on the books; I work on them every day. Last year we had a terrifying tax situation where we owed a scary amount of money. That has been resolved. Oregon still thinks we owe them money but our accountant says it is all fine.” Laura Weiss added, “Allison has full authority over the bank accounts, signing checks...that is a huge step.” Allison concluded her report: “On a personal note, thank you for your support provided to me. I appreciate your patience as I learn. This is the best job I have ever had: I love you and all that is going on. Thank you - I am available to you. Email me, call...you have been surprised when I

answer the phone. That makes me a little sad. I am sorry that your standards were so low, but expect more. Thank you.” Enthusiastic applause met Allison’s report.

President’s Report - Jen Hayman

Jen’s full written report is available on the AUUMM website.

Jen offered these reflections: “Last year I was hanging on for dear life. This year I asked google ‘what should an annual report mean?’ Well, I want to begin with a song: [“When the world is sick...”](#)

“There are some inspirational things I want to say, and also some business things. You know when you are flying you are told that in an emergency you put on your own mask....here we are, trying to care for others - and yet the plane is still flying without turbulence and a plan for an emergency. Last year in Albuquerque we were trying to secure our nonprofit status again, address financial emergencies and structural ones. It is not all solved, but we can breathe again. We are in a financially stable place.

“How will we serve our members and empower our music leaders who can meet this tender moment? Maybe we can now help others with their masks. How will we repair? The best way may be to break patterns that brought harm. That may mean that years of slow or non-existent communication meant that conversations were not happening at the denominational level. We are taking a seat at the table by being present and trying to repair relationships. It is a work in progress. We are trying to prioritize progress in this area over others...Volunteering is at the lowest rate it has been, in three decades. As fewer people are signing up it impacts what we can do. We have one paid staff member and a lot of good will. We are trying to meet the moment where we can and where there is energy.

“We welcomed Anderson Manuel (to the Board) and Olga Martinez (to the Nominating Committee), who have been wonderful additions to our leadership. We are recognizing that there are problems in the leadership cycle, where the voting happens in January and the onboarding occurs in July. We want to make a change in this cycle so that our leadership cycle is in alignment with other professional organizations. Last year we offered a loving farewell to Bea Ann Phillips and Julie Enersen. This brought a chance to bring in a couple of super volunteers, Yvonne DuVal and theresa rohlck, have been amazing as Conference Planning Committee Co-Chairs, and we seek two others to succeed them . We hold much gratitude...in addition to the efforts of our fabulous administrator Allison King and our fabulous conference host, Don Milton. We also hired an AV specialist, Mike Halerz, to make sure that our tech experience stays refined and coordinated. Next year’s conference is going to be amazing. We already have the people in place to show us how amazing we are.

“How will we grow? We say yes when asked to serve. We need your ideas and wisdom, some of you with many years. Take that seed of volunteerism and put it in your pocket. There are exciting conversations about staffing, widening the path to ministry, and music leadership credentialing. You can read more in the printed report. If you continue to stay engaged in this community we will be able to grow our organization.

“I close with some love. Whenever I gather with some people I love, whenever I gather in community, I look for Amanda Thomas’ face. I miss her leadership, her courage to say the hard things... the tenacity to critique what needs to be said, her leadership, to make me want to be

better, honoring the songs of my heart, the next generation of music leaders. She was a north star who always stayed true to herself. I know there are many in this world. Amanda used to post videos of her driving in her car and singing. Amanda driving slowly back to her house, with the vantage of the front windshield of her car, appreciating the flowers and landscaping of her friends and her own front door and how lucky she was to live where she lived, and come home to someone she loved. Not unlike my home and yours.

“We are still in turbulence. The flight crew is scared, maybe there are blue skies ahead, but maybe we can look out the window and appreciate all that is there: the colleagues who picked us up when we were low, the beauty of our beloveds: [Jen sang again] “when the world is sick...” Let us strive to be beautiful and strong and to care for one another.” Huge enthusiastic applause was offered in response to Jen’s report.

Conference Planning Committee Report - Yvonne DuVal

Yvonne said, “We have had lots to learn that would not have been possible without last year’s volunteers, and bringing new people on the team. We are so grateful for the leadership of Don Milton and the staff of UUCA. If you are on the CPC please stand as you are able: Natasha Steinmacher and Paul Winchester, worship co-chairs. Matt Meyer, songleaders convergence. Keith Arnold and Mignon Dobbins, choral rep. Carl Kennedy and worship bands. Don Milton, local host. Thanks to each of you in the room. This would not be happening if you were not here, either in person or virtually, and sharing your talents as worship leaders, care givers, stage movers. Thank you to you all.”

X. Music Leadership Certification Committee: Markus Hauck

Markus, outgoing chair of the MLCC said, “We have other committee members with us. They are hard to find but look closely for people wearing the buttons. Our latest addition is Rev. Michael Leuchtenberger, assuring that there is at least one native German on the committee. [laughter from the audience].

“The MLCC is not part of AUUMM. It is part of the UUA, and is funded by the UUA. What do we do? We guide candidates through this process, and through the certification program. If you are certified or credentialed, raise your hands. [a number of people in the room did so]. It is a development opportunity. Unlike ministers who go through seminary we do not have a common formation. So the certification program is important. We have come a long way. If you think back to times when we were at GA there were singers on stage but there were others in the pit. Now we are all on stage. These are important changes.”

UUA President Sofia Betancourt asked if she could say a few words on this subject. Sofia came to the stage and said, “This is so important. I remember when we only had certification for clergy. Now we have certification for religious educators. Then our senior Religious Educators were asked to get certified anyway (even though they had years of experience). If you are one of our senior music professionals and have mentored those who you are training, please get certified, because it will add to the weight of importance for this program and for others.”

Markus responded: “By the time I entered the program I was eight or nine years into my music program...look at me now. Succeeding me as chair of the MLCC will be Dr. Keith Arnold.” Keith joined Markus on stage and said, “It is time to think about how you can become involved. We are looking for advisors for candidates. We have had robust discussion about this and are seeking these people. Also this year on the MLCC we are looking for someone who is a lay person to

serve. If you are not in a music professional role and you are here because you support and love music, that could be you. He added, there are three courses that if you are taking certification classes you will take. These courses are open to anyone. If you want a refresher on developing a music program, on UU hymnody, or on developing worship, or you would like to try these programs out, these are offered online. Please consider participating. I want to thank Markus, for his five years of leadership." Warm applause came in thanks for Markus' remarks and leadership.

Election: John Ector (San Jose, CA), was unanimously elected to serve on the Nominating Committee, 2026-2028

Recognition of Retiring Music Professionals - Jen Hayman

Catherine Massey was recognized for her years of music leadership of the congregation in Las Cruces, NM.

Recognition of Volunteers - Laura Weiss

Laura said, "We need more people!" She recognized all who have served at GA, for AUUMM. We thank our host, Don Milton, in his final time of ministry at UUCA." A gift was presented - a bowl for a chalice done by a local artisan, as thanks to Don. Don acknowledged the staff and volunteers at UUCA. Laura offered thanks from the entire board to the person who holds us together: Allison King. Allison was presented with Georgia peach tea, boozy chapstick, and the work of a local artisan who made a quilt to wrap around her. Yvonne DuVal and Theresa Rohlck, our co-chairs for the CPC were also recognized. Laura said, "They are getting it done. We have two gifts for them" - and they were presented with mugs by local artisans.

Announcement of next year: Milwaukee!

Tristan Strelitzer and Allison King offered a fun song (the LaVerne and Shirley theme song) about our conference in 2026 in Milwaukee.

Laura also reminded people about the **Volunteer fair** which will occur from 12:30-1:30 during lunch - with opportunities for a monthly workshop series, to invite people into the organization. Laura said, "less than one in ten people who are AUUMM members are currently here. We have an outreach team to gather people. We have a songwriters' cohort to work on writing. There is fund raising. The good officers program. Member engagement. Conference planning. All and more are waiting for you. See you there."

Closing Meditation - Bran Lennox

"Beloved friends, with what can I bless us that but that which we have already given to one another this week?"

We have been blessed with expansive harmony; may harmony find us when our hearts most need to sing.

We have been blessed with collective grief; may all our grief be held with compassion.

We have been blessed with playfulness; may the spirit of play wiggle us out of all our stuck places.

We have been blessed with sustained and deepened friendships; may we continue to resonate with connection; may we continue to feel an openness to new connection in our communities.

We have been blessed with rich silence; may silence offer us just as much as sound each day of our living.

We have been blessed with new learning; may we pass this knowledge to those who need it even as we continue to fan the flame of our own curiosity.

We have been blessed with opportunities for meaningful labor; may we recognize the real difference that our work brings to the world.

We have been blessed with profound honesty; may we have the courage to keep that integrity everywhere we go.

We have been blessed with a return to embodiment; may our breath remain deep and our spirit remain awake to the present moment.

We have been blessed with an event to look forward to next year, and the next, and the next; may we return hungry for this goodness and find ourselves fulfilled together once more for countless summers to come.

I am overwhelmed with love and profound feelings of faith. Today, I believe in that which I was struggling to believe a week ago.

Thank you. Thank you, spirit of our gathering, and thank each of you for bringing your corner of the divine into this room today.

For all these blessings and so many more, may they follow us and multiply and carry us forward through the days ahead.

Amen.”

The meeting adjourned at 11:08 AM.

Respectfully submitted,
Deborah Weiner, Secretary

AUUMM Annual Reports 2025

Prepared and Respectfully submitted by the 2025 AUUMM Board of Trustees

PRESIDENT'S REPORT

Jen Hayman, President

*“When the world is sick, can't no one be well, but I dreamt we was all beautiful and strong.”
-Thee Silver Mount Zion Orchestra*

I would venture that most of us are familiar enough with air travel to have heard the flight attendant's spiel: “in the event of an emergency, please first put your own mask on before attempting to help others.” This phrase has also been adopted by so many self-care advocates, it's almost become trite. Yet here we are, still trying to take care of ourselves while the need to help care for others has become increasingly obvious, urgent, and necessary. All the while, the plane is still flying through the atmosphere at warp speed with plenty of turbulence, without a safe landing in sight.

When I welcomed you all to Albuquerque last year, the AUUMM board and I were in the throes of putting AUUMM's emergency oxygen mask on. An almost entirely new board and new administrator were trying to re-establish our financial house, re-secure our non-profit status, and re-align the values of our leadership so that we could move forward in clarity, courage and care. It's not always a smooth ride, but at least it feels like we can breathe again. The organization is back in a stable place, which has allowed us to begin to pursue some bigger questions about how we, as an organization, will better serve this faith, how we will better engage and take care of our members, how to support and empower music leaders who can meet this tender moment with the boldness it requires. We might finally be in a place where we can help others with their oxygen masks, too.

How will we repair?

Years of slow or stunted communication with our organization put a strain on several important denominational relationships and limited our involvement in several big conversations happening at the denominational level. This year, we've been trying to honor our seats at these tables by being more present and involved in these conversations while trying to repair the personal relationships that were strained. This has led to repair conversations with those involved with the creation of the Sing Out Love virtual hymnal, the Music Leadership Certification Committee (MLCC), and the General Assembly Planning Committee (GAPC). We have worked to establish better channels of communication with each of these groups, allowing them time to report on their work and/or seek AUUMM support at our monthly board meetings. We realize that repair takes time, but we are committed to being present and open to the possibilities ahead, and loosening the narratives of the past. We continue to try to move in alignment with our [covenant](#), which we established last year as a board, prioritizing progress over perfection.

How will we lead?

Forbes Magazine recently published a study indicating that formal volunteering is at the lowest rate it's been in over three decades, and sadly, AUUMM is not an exception. As fewer people are signing up to help support or lead, we are forced to consider how this impacts AUUMMs operations, as an organization powered by only one paid staff person and a lot of good will. We are learning to work *smarter* and not harder to shine a light on good, right-sized efforts already happening, and to meet the moment in spaces where there's energy and enthusiasm.

In January, we welcomed Anderson Manuel as a trustee at-large to our AUUMM board and Olga Martinez to the Nominating Committee. Both of them have been wonderful additions to our leadership. However, we have begun to recognize some challenges to the onboarding and nominating timelines, and we are currently assessing a nominating and voting schedule that would allow AUUMM leadership to cycle on in a season that better aligns with the church calendar, ideally in July (before the start of each program year) rather than in January. This aligns with the term cycles of the other UU professional organizations and would allow new leadership to cycle on at the same time of year: an increasingly important effort as more collaboration is prioritized between these organizations. In the coming months, we will be working closely with the Nominating Committee so they can better understand the needs of the board and the working model we are living into, with clearer roles for our trustees at-large.

Over the course of this year, we have identified a need for more opportunities for peer-to-peer community, connection and sharing. Trustee Bran Lennox will be working with our administrator to help establish more opportunities for connection throughout the year and beyond the conference. We've learned of so much work that is already happening that is not always visible to our full member body, especially in the realm of education and professional development. Trustee Anderson Manuel will be working to amplify existing educational opportunities across our denomination and to synergize with new efforts happening internally with AUUMM. This will mean our website and social media will be more active with news and announcements so please stay tuned and check back often! As I mentioned previously, there is a significant effort among UU professional organizations to develop shared systems of accountability and conflict resolution. While I will be involved in those conversations on a denominational level, we will also be working to revive, recruit for and formally reinstate our Good Officers program. Trustee Rev. Verdis Robinson will be monitoring these efforts within AUUMM and helping connect our members to the support they may need.

At the conclusion of last year's conference, we bid a loving and grateful farewell to our long-time conference planning co-chairs, Bea Ann Phillips and Julie Enersen. This offered us an opportunity to build a role for a pair of super-volunteers (emphasis on the *super*) to steer the conference planning process for two years, the second of which would involve on-boarding the next pair of super-volunteer leaders. I offer *tremendous* gratitude to rev. theresa rohlck and Yvonne Duval for their work this year, in addition to the ongoing efforts of our fabulous administrator, Allison King, and our conference site host, Donald Milton. I'm also thrilled that we have successfully initiated hiring an AV specialist, Mike Halerz of the UU Congregation of Ann Arbor, who will travel with us and liaise with on-site AV teams to make sure our tech experience

continues to be refined and well coordinated. Aaaaaaand this amazing team has already secured our 2026 conference site, too! But more on that soon.

How will we grow?

We celebrate the work of our amazing colleagues, GA Music Coordinator Natasha Steinmacher, UUMA Ministry Days co-directors and coordinators, Laura Weiss and I, GA band leader Carl Kennedy, and GA choir director Verdis Robinson, on the completion of a successful on-site General Assembly in Baltimore this past June. I met with these musicians and coordinators as well as past GA/Ministry Days music coordinators, ensemble directors, and band leaders earlier this month to make recommendations for continued improvement and refinement to the current arrangements for music support and staffing, and to advocate for a full-time UUA music staff position beginning in FY 26-27. This effort builds on the work of former AUUMM boards to build parity, respect and equity for UU music ministry professionals that is needed by our congregations. As recruitment for each of these roles becomes increasingly challenging for a variety of reasons, we acknowledge the need for significant changes to this system are needed, and needed soon. See [here](#) some of our shared experiences and recommendations.

On behalf of AUUMM, in March, I attended a gathering at UUA headquarters to discuss widening the pathway to ministry. The purpose of this gathering was to begin a renewed process of removing barriers and increasing equity in the process of ministerial formation and credentialing, and to create a foundation for this long-term work in accountable dialogue with a range of stakeholders. My focus was on making sure that music ministry is valued as a vital ministry for thriving congregations, and continuing to caution against the dangers of diminishing these positions as congregations struggle to make difficult budgetary decisions. I was also delighted that there was much talk about how music leaders/music ministers might have opportunities to audit certain classes in UU-identified seminaries as professional development in their work. Please note that this was a preliminary conversation in a project in its infancy, but I am excited about what's to come.



Image created from our discussions at Widening the Pathway to Ministry gathering

The Grief, the Gratitude, and the Future

Whenever I gather with a group of UUs anywhere, I am still looking for Amanda Thomas' smiling face. While I was never especially close to Amanda on a personal level, I miss her terribly. I miss her leadership, and her courage to say the hard things. I miss her tenacity, as someone who could critique but still love this faith despite all its flaws. I miss her spirit: she made me want to be better: better at loving my colleagues. Better at honoring the songs of my own heart. Better at mentoring the next generation of music leaders. For me, Amanda was like a North Star among us: a light that always, *always*, stayed true to herself.

Amanda used to post videos on social media of herself driving around and blasting gospel music in her car. I remember in one video, Hezekiah Walker's "Grateful" is the soundtrack. Amanda is driving slowly back to her house, and our vantage point is through the front windshield of her car. She is appreciating the flowers in her neighbor's yards, various homes of friends, her own front door and how lucky she is to live where she lives, to come home to someone she loves...a true savoring of her life. An imperfect and beautiful life: not unlike mine, and probably not unlike yours.

Friends, we are definitely still in turbulence. The flight crew is scared, and there's no promise of blue skies ahead. However, perhaps we can take some time to look out the window and appreciate all that remains: be it the colleagues that have picked us up when we were down; or this faith, with all its overdue promise; or the beauty of this art we get to create with and for so many we love. Let us strive to be beautiful and strong. Let us remember to care for one another.

I'll close with one of my favorite poems, by hanna maverick cruz:

HAIKU FROM A PLANE OVER THE OCEAN

*Sunday disappears
Somewhere over the vast blue
Of the Pacific.*

*The air in Taipei
Smells like green, woody and rich
Thickened with living*

*I watch the sun rise
The clouds glow pink and orange
Above the city*

*How lucky we are
To still be here, in the fight
To be not-yet-gone*

*God, if you exist:
I think I'd like to thank you*

For life. For my life.

Yours in service,
Jen Hayman
President, AUUMM

MODERATOR'S REPORT

Laura Weiss, Moderator

Each moment that we are gifted to be together in this community is holy. You are the members that we are called to serve and your needs, joys, concerns, and deeply human experiences have been your board's number one priority. While we have worked to right the ship financially and structurally, we have also strived this year to rebuild relationships within our AUUMM community and with our sibling UU organizations. There have been many instances in this past year that your board has experienced deep and profound belly laughing, challenging yet not insurmountable problems, as well as clarity for where this organization is headed next.

I cannot say enough how valuable your President, Jen Hayman, has been to this team and to AUUMM. I will say it again and again 10,000 times. Her gentle wisdom, kind heart, and willing spirit have quickly restored this space to one of a hopeful "yes we can". Your treasurer, Matt Meyer, who you heard speak from the heart at the invitation to the offering on Thursday, has not only brought us back to fiscal health but goes well beyond by researching scholarships, grants, financial opportunities, and creative ways to grow our organization. He does so with all of you at the center of soul and mind. We have benefitted tremendously by the work of your board secretary, Deb Weiner. She brings organizational wisdom to this team and a pragmatic approach to every situation. One of our favorite things about Deb is that her meeting minutes include action items off to the side to keep us honest between gatherings. Bran Lennox, Verdis Robinson, and Anderson Manual each in their own way have provided unique perspectives, loving guidance, and thoughtful solutions. Your board, simply put, is thriving.

We have learned from our tremendous super volunteers throughout AUUMM that there are some really excellent things in our community. Between education opportunities, the revamping of your good officers, the addition of our superhero administrator Allison, and more, we are radiating joyful and important work. We may be a little foggy at the edges still, but the essence of AUUMM is strong. While the program model crafted years ago was promising, we have had to work to the actual scale of our capacity. We are a small professional organization with very part-time employees. This means that we have to work organically and with the energies and passions that motivate each of you. Rather than work top-down, and when looking at our work through a lens of emergent strategy, we have found that, once moving from a state of emergency into repair, we have needed to stay nimble and also put the members back

at the top of our organizational chart.

Our goals for the coming year continue to be guided by a desire to engage the community in conversation, clarifying *your needs*, discovering what *inspires* and *motivates* you, and learning what is *hard*. Because of this, we have now clarified our three at-large board roles to focus on member engagement through communications, member connections through peer to peer relationship, and member support through our good officer program.

There is much for us to learn from you and even more for us to do than there will be enough hours for. But, you are the inspiration and motivation for our work. We are honored to serve the mission of AUUMM and humbled by your faith in us *to serve*. I wish you all an imaginative and fulfilling year in your music ministries. It is time now that we thrive, friends. It is time.

TREASURER'S REPORT

Matt Meyer, Treasurer

Overview of the last 8 years

What matters more than the current number in our bank account, is the direction we're headed and it seems we're headed in a positive direction. Last year was the first year that we ended with a surplus since covid.

2024 Final Balance Sheet

(Where are we as of 12/31/24)

Totals assets: \$217,971

Total *increase* of \$26,201 in 2024

We budgeted for a loss of \$10,821. So our actuals were \$34,093 better than budgeted.

2024 Final Profit & Loss

(What happened during 2024)

3 Income areas make up almost all of our budget: Dues, Investments, Conference Registration

Here's the budget to actuals for the three biggies.

Line Item	Budget	Actuals
Investments	\$5,000	\$30,055
Members Dues	\$45,000	\$31,934
Conference profit/loss	\$10,000	\$43,374

Current 2025 budget

We're budgeting for a loss this year of -\$6,720.

What can you do to help AUUMM survive and thrive into the future?

#1. Come back to the conference and bring a team of musicians, including choir members, band musicians, your minister, and other singers.

#2. Ask for AUUMM dues and conference fees to be included in your professional expenses.

#3. Ask your congregation to share the offering with AUUMM on music Sunday.

#4. Make a personal donation if you're able.

EXECUTIVE ADMINISTRATOR'S REPORT

Allison King, Executive Administrator

Membership Numbers

Membership Type	July 2021	July 2022	July 2023	July 2024	July 2025
Regular I 1.0 FTE	19	24	28	20 (11 exp)	20
Regular II .75 FTE to <1.0 FTE	14	18	22	18 (5 exp)	20
Regular III .5 FTE to <.75 FTE	36	57	62	78 (25 exp)	66
Regular IV <.5 FTE or unpaid	124	133	129	147 (47 exp)	128
Supporting					
Honorary Lifetime				4	4
Lifetime	9	10	11	7	11
Team	31	38	45	51 (14 exp)	47

Professional	23	30	45	53 (18 exp)	37
Associate	37	34	33	49 (18 exp)	37
Affiliate	46	58	48	62 (25 exp)	35
Totals	339	402	423	340/489	405

2025 Organization Highlights

MEMBERSHIP

- The biggest news is that we changed our membership platform, which was a pretty big shift. The general consensus is that the membership platform is fine, but the website aspect needs help. The tech support has been lacking, and the event management, which was one of the reasons that we went with Glue Up, has also been problematic, and not what was promised. We have 4 months left on our contract to decide if we want to renew or cut our losses and go elsewhere.
- Membership numbers are up! We were at 340 last year, now we're over 400. The goal was to get to 500 this year, but we did manage to welcome back quite a few folks whose memberships had lapsed. We had 6 workshops and had 120 attendees, and that's just since we switched to Glue Up. I don't have the records for the old system.
- NEW members : 90 so far this year, up from 57 last year
- We met with a web designer to see if we could work with the current system to get everything that we need on the site, and to have it be attractive and intuitive. If we don't renew with Glue Up, we will most likely revert to our original plan to design something in Word Press which usually can integrate into other membership systems.

CONFERENCE

- Conference: 221 registrants as of today: 173 In-person members, (21 more than last year) 54 of which are first time attendees; 12 in-person non-members, 5 of

which are first-timers; 21 virtual members, with 5 first-timers; 2 virtual non-members with 1 first-timer; 9 guests, 3 Two Day passes, and 1 One Day passes.

FINANCES

- Doing better, but Quickbooks is an ongoing struggle for proper assignment of charges.
- Oregon tax situation is resolved, although Oregon seems unaware of that fact.
- I have full authority and control over the bank accounts now.

2025 CONFERENCE PLANNING COMMITTEE

Yvonne Duval & rev. theresa rohlck -Conference Co-Chairs

Last July, we were asked to fill the roles that Bea Ann Phillips and Julie Enersen had filled for many years. We agreed to co-chair that conference, along with Allison King whose administrative duties were increased. With the addition of the new position of tech consultant, Mike Halerz, we are pleased with the outcome and hope you are as well. We have a TON to learn, but the journey thus far has been rewarding. We are so grateful to be here in Atlanta, lovingly hosted by staff and members of UUCA and the incredible Don Milton.

We continued with the previous years' model of the Conference Planning Committee, with program specific team leads. This year's conference would not be at all possible without the hours of intense work and dedication of these individuals. A huge thank you to:

Natasha Steinmacher and Paul Winchester, our Worship Co-Coordinators
Matt Meyer, Song Leaders Convergence and Marketing Team Lead
Keith Arnold and Mignon Dobbins, Choral Rep Co-Coordinators
Carl Kennedy, Worship Bands Lead
Donald Milton III, local host
Mike Halerz, tech extraordinaire
Allison King, administrator

We want to acknowledge the labor of love they poured into the conference and to past leaders who made it possible for others to carry on the torch.

The CPC also made sure there were social events to attend. Some of these included the Open Mlc Night, and the Worship Band Jam; we made sure Chaplains were present and available; we provided quiet space as well as caucus space for BIPOC

and LGBTQIA+ members and we collaborated to find an inspiring plenary speaker.

Thank you to each of you, for not just attending this conference, whether in this physical space or virtually, but for also sharing your immense talents as workshop presenters, worship leaders, songleaders, pastoral caregivers, furniture movers, and so much more. Our entire AUUMM organization, and this conference specifically, is literally not possible without each and every one of us volunteering our time and sharing our gifts. Thank you.