

AUUMM Board of Trustees Meeting Minutes November 10, 2025

2:30-4:00pm EST

Present: Jen Hayman, Laura Weiss, Bran Lennox, Matt Meyer, Deb Weiner, Anderson Manuel, Verdis Robinson, and Allison King (staff), Janice Marie Johnson (UUA Liaison), Erika Hewitt and Camille Hatton (Sing Out Love), theresa rohlck (Conference Planning Committee).

2:30 p.m. **Check-ins and Chalice Lighting** - Laura Weiss

Approval of Minutes - Deb Weiner

https://docs.google.com/document/d/1WUkvP9iTfS4e8y3dZ7GJuNJWiKUwvh-K7pnWRqp7Xg/edit?usp=drive_link - Moved by Jen, Seconded by Laura, and approved. Note that Verdis was late to the meeting but not absent.

Board Mini-retreat minutes - not subject to approval, but posted for historical record -

https://docs.google.com/document/d/1zzQVwehc1UjRLO97KS9mB_mq7aY8jlSEksvddtXPLkU/edit?pli=1&tab=t.0

Approval of September Minutes -

https://docs.google.com/document/d/1GxDcbnudM8ayGpquO6ZQtpv_9YOUv6m5GJjvss4MDEQ/edit?usp=drive_link

Moved by Anderson, seconded by Laura, and approved.

2:45 p.m. **Treasurer's Report and Draft Budget** - Matt Meyer

Matt shared a draft of the budget. There are still some questions that are outstanding about charges and allocations. For the board we had budgeted a \$10K deficit but we are on track for an \$11,000 surplus. That is due to education and programming as well as membership. GA will be mostly online but also some in person and satellite gatherings. So there is allocation for a booth and some meals and travel - but this is all a guess.

Wages: we have Allison's salary for this year but we want to add COLA and bonus. We recognize that health insurance is a huge concern and the outlook for next year is not better. We currently are projecting a \$9K deficit. *What is the deficit that we are comfortable supporting in this budget?*

Questions:

Jen - why have scholarship funds been zeroed out? Even though we haven't spent that money it still exists.

Matt: I was regarding this as money coming into the organization and not accounts, although I think we are likely to get some funding for bands.

Jen: These grants would bring our deficit down significantly.

Matt: if we added another \$8K in income for grants, we would also be adding that amount in the expense line so it wouldn't change the projected deficit.

Jen: it would be helpful to also see the conference budget. I understand why they are separate, but looking at both would be beneficial, and to see last year's conference actuals as well.

Matt: I collapsed the conference budget down to net income, row 84. This year it was \$27K net. In the past we have budgeted for \$25K, in part because we won't have to pay for buses which will make the conference more profitable. Matt can send this out for people. And he would not be opposed to creating a budget sooner if that would be helpful (yes).

Laura: What are your goal timelines and what do you need from us?

Matt: knowing of potential expenses would be helpful. But the main questions are around GA and Allison's salary. Not sure how we determine that - the exec team or the board as a whole. For GA if Janice Marie has info on what that will look like, and how it would impact our budgeting, it would be good. We will put the salary questions on our December agenda. Action: Janice will get us info on the GA plans which are being finalized. Erika Hewitt noted that some information has come out about GA regarding the studio site and the hub. She is sharing that.

Sing Out Love - Erika Hewitt and Camille Hatton

All is well. Subscriptions are going well, as are engagements. Erika and Soren Austenfeld held a workshop geared toward congregations without professional music staffing around ways to participate with the hymnal. This will be repeated tomorrow. Camille said she is feeling really proud of our work.

Erika: Everett Howe is our administrator and has received the Above and Beyond Award by the UUA for work on getting the hymnal out.

Song selection team: Saunder Choi and Heidi Singer have been tentatively offered the roles.

Erika and Camille are doing an orientation for them and they are being paid for that. Assuming it goes well, they will sign a contract. The bittersweet learning moment, Erika said, "is that we have been invited to Praxis - wondering how things went and how they need to be refined."

Camille and Erika are asking the song selection team to refine their rubric for selection, because a song that got included in the hymnal was exactly the same as a spiritual...and the song was written by a white person. That song has been pulled, and the composer has not been notified yet, but Erika anticipates a difficult reaction. The song selection team was open to hearing that the song was duplicating the spiritual, and to Erika pulling the song. But there is a question about whether a song that repeats things from a song that appropriates another tradition should be open to consideration. It is a good learning moment. Erika is glad that they trust the song selection team and the way in which they heard that information. Once Erika meets with them about the rubric, they then will apply that rubric to function as part of the selection process.

Camille: that is one arm and another is the steering council - the more engaged part of it. Jen has come up with four additional people and Jen is willing to reach out to them. Jen will discuss this with the board. Drew Collins (Madison WI), Dusty Francis (Ann Arbor), Allison Halerz (MI),

Soren Austenfeld (Malden MA), Ashley Mulcaire. Bran suggests that holding back on Ashley might be good given that she is a seminarian and a ministerial intern.

Presidents Report - Jen Hayman

Jen has not heard anything else from NomCom and is concerned. Jen is going to be more assertive in her follow up.

Jen met with Carey McDonald, Ashley Horan and Janice Marie to discuss how AUUMM might better advance conversations about music at the denominational level to be focused more at the vision end than the response end. One thing we learned was that what we were asking for was a 180 degree turn from what DeReau had been asking for. We want to be more proactive. Jen reported that this was a learning experience and that all participants looked at what the best way was to work together. Ashley, Matt and Jen will work on creating a three year timeline of all the commitments at the denominational level where music involvement is asked for, to make better choices in that regard: a virtual GA, or site specific GA, or other things. Janice added that the entire conversation was filtered through the lens of the SOLT, where elements are needed, happening without regard to the best of scheduling. So the idea of a three year design map will be helpful on many fronts. Jen said that it was good to have that “aha” moment, recognizing that the difference in the ask from the former president and the ask from the current president, were mind-boggling. We are in an excellent place of working together collaboratively in very good ways. Jen added that operating in the way that DeReau was operating, was exhausting and this was where he started to disengage from the whole role. Jen said, “I hope that what we have discussed will be a more healthy and thoughtful way of moving forward.”

Jen also received the announcement that Melissa Carvill-Ziemer will leave her position in the UUMA at the end of June. There are some big transitions at the end of June and they will directly or indirectly impact our roles and work. That will be helpful to us. Janice Marie will also be leaving the UUA at the end of January, and they are talking about who might best serve as liaison to AUUMM. Janice asked: “What would AUUMM wish for in a liaison relationship for 2026?” That is something for the board to think about - what would that relationship look like.

3:20 p.m. **Program Updates** - At-Large board members

Verdis: will be scheduling a meeting with Good Officers within the next couple of weeks to talk about next steps including on boarding new members, being more of service.

Bran: worked on accessibility policy draft this week. Bran would like feedback on whether this is in the right direction.

<https://docs.google.com/document/d/1FAAj-FSBO5clhMR737B5MRTKN092oekEGeEwThbnujg/edit?tab=t.0> - please send comments to Bran.

Anderson: looking at some other examples of ways to elevate music ministry and how to present it effectively. Hopes to have some ways to highlight what we are doing and how to get people excited by next month with some concrete examples.

CPC Update - theresa rohlck -

CPC just met (today). Did anyone hold paper from the last volunteer fair with info on who had expressed interest in being involved with the conferences? We believe Matt has that material. theresa wants to share that information with people planning programs to reach out to folks Has the board had any luck in contacting Melanie DeMore or MaMuse? Deb will assign this to Jen (reach out to Melanie). theresa noted that the Milwaukee congregation has tried to get Melanie to come and has budgeted money for this purpose. If Melanie was doing something on that Sunday then she would contribute money (could be at least \$1K) to support Melanie's presence in worship. Jen can use this in the conversation. Nothing from MaMuse. theresa reports that the CPC is a good group. There are some new plans with how the band track is going to run - it will be more integrated (like choral rep schedule) - so we are examining the idea of sharing a choral rep WITH band as one session.

Marketing: how is that going forward? Matt has a team including Kimberly Debus, but there needs to be a convo with Matt to get details on this. No info on the grant application process (the grant has been submitted to the UAFP). Laura: we do want to think, along with Anderson's work on promotion, about how we can get the word out about the conference more effectively.

3:45 p.m. **Administrative report** - Allison King

Allison has a contract with the Milwaukee Marriott Hotel for the conference. Allison is enthusiastic about this hotel. theresa and Allison are going to Milwaukee next week to do a site visit and will meet with hotel reps at that time.

Taxes are done.

Allison took a training in the inner workings of QuickBooks which was long and didn't get to the part on tracking restricted grants - will get some consulting assistance on this.

Regarding the conference: we haven't run the Silliman contest since 2018. Should we do it again? Deb suggested that this might be a good time to return to an anthem contest to develop new materials for choirs. We seem to concur on re-engaging with the Silliman...it would be important to find out how much money is available. Allison will check in with David Glasgow on history and practice.

Closing

The meeting adjourned at 4:04 PM (EST)

UPCOMING MEETING SCHEDULE

December 8

January 12 (2nd Board retreat TBD)

February 23

March 9

April 13

May 11

June 15

July 28 (Full day)

Respectfully submitted,
Deborah Weiner, Secretary