



## **AUUMM Board of Trustees Meeting Minutes**

**January 12, 2026**

**2:30-4:00pm EST**

**Present:** Verdis Robinson Matt Meyer, Bran Lennox, Laura Weiss, Deb Weiner, Jen Hayman, and Sarah Gettie McNeill (MLCC staff), theresa rohlck (CPC Co-Chair), Erika Hewitt (*Sing Out Love* lead).

**Absent:** Anderson Manuel

### **Chalice Lighting-Laura Weiss**

Laura shared a reading by Margaret Mead to open the meeting.

### **Secretary Deb Weiner**

Approval of: [November minutes](#) and [December Minutes](#). Both sets of minutes were unanimously approved. A reminder to review the action items in these minutes! Deb will review the last sets of minutes and collect items that may have not been responded to, for further action.

### **Treasurer Matt Meyer**

Matt noted that Francisco Ruiz's nephew died this morning - we are holding him in love at this difficult time.

- [End 2025 Report](#)

We brought in \$8-\$14K, had planned on a \$10K loss for the year. We got \$10K in donations. In education income we brought in \$4200 and had planned #1500. For the conference we ended up with \$31K, almost double what we had estimated. Expenses were also higher. Allison has continued to work on accounting as the difficulties from Allison's predecessor have been worked through. Health insurance went up a lot. This is a place where we don't have the number pinned down - numbers are still being worked through and Matt will adjust numbers after talking with Allison. The net income gain for the year is \$13,800. Matt thinks that quite a lot of this comes from our Endowment investments, and is still tracking this down. Matt believes that planning on 5% growth of our investments is reasonable (at this time) for budgeting purposes.

[Details on this segment:](#)

**Highlights of Budget to Actuals from 2025**  
(Categories different from what was budgeted)

<b>NET INCOME</b>	<b>-\$10,020</b>	<b>\$8,480</b>
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**3 Unexpected INCOME categories**

Donations - General	\$500	\$10,153
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Education Income	\$1,500	\$4,233
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Conference Profit/Loss	\$20,000	\$31,669
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**3 Unexpected Expense categories**

Accounting fees	\$6,700	\$12,186
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Total GA	\$400	\$1,975
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Health Care & other insurance Contributions	\$6,820	\$15,336
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We discussed rising health care costs, but Matt also noted that Allison's move to Medicare will dramatically reduce our costs. Matt proposes putting \$10K in for health care for the moment.

- Budget Vote: [Draft Budget](#)

Matt noted, in review, that our donation numbers are not anticipated to be as high. GA is still kind of a toss-up. If someone from AUUMM who might represent us is close to a satellite site, that might be an option...but budgeting for the President and Allison to be present for 5 days seems not the best plan. Jen asked Sarah Gettie if she had clarity around this matter - but she does not - she is going to inquire on our behalf (thank you!). Allison noted that \$8K for insurance might be the right amount to budget for. We need to discuss and vote on a COLA allowance for Allison (which was discussed at our December meeting).

- Vote for Staff cost of living increase of 3.5%

Laura moved, and Deb seconded, to approve a 3.5% cost of living increase for Allison. Unanimously voted. Matt moved to approve the budget as presented. Deb seconded. Unanimously voted.

### **Nominating Committee Discussion**

We have proposed a meeting time with Nominating but are waiting to hear from them (see additional comments in President's Report, below). Jen will report back.

### **President- Jen Hayman**

Jen shared (with Allison present) the board's vote to increase Allison's salary for 3.5% for COLA.

Jen reached out on behalf of the CPC to Melanie DeMore, who will be with us in Milwaukee! She is excited about the opportunity...CPC will figure out where this occurs in the schedule. We are working through the contract now. Jen had a first meeting with the Care in Conflict professional organization group, facilitated by CB Beal. This work has been named as one of our UUA President's top priorities this year, the hope is to have something by the end of the year. There are two meetings a month for Jen, Deb might sub for her when Jen has a conflict. This has been a situation where we have started and stopped...and there is great commitment to moving this ahead, joined with Robin Tanner.

Jen has made contact with  $\frac{2}{3}$  of the NomCom about a meeting time to talk about the proposed slate of candidates that we need to share with our constituents by the end of January. The last communication from the NomCom was the incomplete slate developed at the end of June. The Board made some recommendations since then but we are not aware of further work to advance this. We need to work toward the same goals and that is a primary reason for having a meeting. All of the potential meeting times Jen offered are between now and next Tuesday. Bran will also attend this meeting to provide pastoral facilitation/support.

Recognitions of Janice Marie Johnson and Sarah Gettie McNeill - We agreed to extend life membership to Janice in gratitude for her service to AUUMM. Jen will draft something to Janice and circulate it. Sarah Gettie shared that Rebekah Savage will be the new director of Ministries and Faith Development. Cecelia Kingman will move back to being Associate Director. Sarah Gettie (who has been serving as Acting Associate Director) will move back to her former position. Sarah Gettie will be our UUA Liaison going forward.

We expressed gratitude and enthusiasm to Sarah Gettie for rejoining us as Liaison.

### **Leadership certification updates - Sarah Gettie McNeill**

The certification program has 8 candidates: Chris Patrick and Mary Beth Hallinan recently entered the

program. Jen had been involved in the Shared Ministry Team effort, out of Sarah Gettie and Darrick Jackson's offices, to offer training on shared ministry. The registrations needed did not come in (people were asked to bring whole teams) for this training so Sarah Gettie will talk with the team about next moves and will be at the UU Institute. Certification: a music and worship curriculum authored by Jen and a team is being developed. Part of this will be offered in person at the AUUMM conference. Professional Development day: still planning on this. There was going to be something on interpersonal dynamics in congregations with Julica Hermann deFuentes. She has been very busy with UU institute so we are still awaiting further word. But Jen's work on music and worship might be the choice. Laura asked about leadership certification: there are 8 in the program now. What are the goals? A lot of people take classes and express interest, but asking people to actually commit is different. Of those they have reached out to, it's challenging to pin people down. How can the board be supportive of this effort? Sarah Gettie said that it might be worthwhile to send out a notice in the newsletter, promoting the program. Allison is happy to do this once she receives the information. It would be great to get up to 12 or so in the program. Sarah Gettie is happy that more people are having access to the programs being offered, whether they are enrolled in certification or not.

### **Administrator - Allison King**

Allison spent the time before Christmas, and after, working on updating the music database, so that all the conference repertoire is current up through the Atlanta conference. She has been working on getting that page of the website updated as well. We still have dropdowns on advocacy, education and inspiration - should we take that away? Allison will also change "relational advocates" to "good officers." Laura would like to make sure that "Advocacy" as a heading is its own menu heading - clearly identifiable (or use "support" as the header).

Membership numbers are still the same; a number are in the renewal process (those who have expired in the last 6 months). Our donations are WAY better than before and donor letter/acknowledgements are being printed.

Jen recalled that Rick Fortner, formerly of Tulsa, arranged a large donation to AUUMM. We should have acknowledged his retirement - but Allison sent a thank you, and Jen sent him a note as well.

### **CPC Updates - theresa rohlick**

CPC just met. Not a lot of updates since last time. They are working on getting the workshop proposal form ready; it should be out in the next 2 weeks. Accessibility policy draft was presented to the

committee last month; not a lot of feedback but theresa added a couple contacts...but they feel it is ready to go. Bran will clean it up and we can finalize it at the next meeting. Allison will work on the contract with Melanie DeMore and then it will be publicized more widely. All groups are on track...nothing much (new) happening. Laura noted that the Professional Development Day will be included in the schedule, Allison will arrange space and food, etc. Hotel is set up and will be ready to go when we are ready to make the site live.

Jen: has there been more on the passing of the baton around coordinating the conference? Theresa: not yet, but they meet every two weeks and will talk about it. Theresa will not be at the meeting next month, but Allison will have updates to share.

### ***Sing Out Love* updates: Erika Hewitt**

Erika said that they are over 300 subscriptions. There is a new batch of submissions for the song selection team. Two people expressed interest in serving on the Steering Council. We need a diversity of perspectives so that we are collectively steering the ship. The two people who offered service are Bailey Whiteman and Rev. Laurie Stevens (who serves in Oak Ridge, TN). We hope that the AUUMM Board will want to support saying yes to these people. Deb shared that the Board has two asks out - no word yet - and one more ask about to go out. Meeting for the group will be set up - first meeting near end of January, and effort will be made to invite Deb and Bran to this meeting as well.

### **Program Updates - At-Large board members**

- Buddies program - Bran Lennox

Bran shared an update on the [draft they have been working on](#). The program would be called "Peer Guides." If people can take a look and insert comments (use comment mode) to work with, that would be great. Bran would like to work on the ways to connect this program to the registration process.

- Good Officers - Verdis Robinson

No updates yet. Still need to get together with the current group of Good Officers within the next month. Verdis will read out imminently to set up a meeting. Also wants to identify who is in charge of this program at other organizations around how they are on boarding new GO's.

### **Retreat Time:**

Laura and Jen will send out a poll to check on times for a retreat.

Respectfully Submitted,

Deb Weiner, Secretary

***UPCOMING MEETING SCHEDULE***

February 23, March 9, April 13, May 11, June 15, July 28 (Full day)