

# AUUMM ANNUAL REPORT 2019

## AUUMM PRESIDENT'S REPORT

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*Shawn McCann, President*

First, I'd like to say what an honor it has been to serve this organization as president for the last 2 and a half years, working with the board of trustees, the nominating committee, leaders of the MLCC and other UU professional leadership groups (UUMA, LREDA, AUUA, and UUAMP), and all of you.

During this time, we have taken many steps to move the organization forward in support of our Mission and Purpose. Since the beginning of 2016 we have accomplished the following:

- Hired a new Executive Administrator (2016)
- Migrated to a new software platform (2016)
- Updated our Code of Professional Practices (2017)
- Updated our Vision/Mission/Purpose statements (2018)
- Sponsored a project by Reverend Jason Shelton to survey of music programs in UU congregations throughout North America (2018)
- Initiated the "Overdue Promise" scholarship program (2018)
- Changed our name (2018)
- Commissioned a new logo (introduced at General Assembly 2019 in Spokane, WA)
- Drafted updates to our bylaws (pending approval) (2019)

In addition, this past year we made a change to the leadership structure for the conference planning committee, on a trial basis. We will evaluate this post-conference to see what we've learned and what additional changes, if any, are needed.

While we have had many successes, mistakes have certainly been made along the way. What we need to do is to recognize those mistakes, own them, engage in dialog, and move forward better informed and (hopefully) wiser. And understand that we will likely continue to mistakes.

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I would like to thank all of the AUUMM members who made music happen at the recently held General Assembly in Spokane, WA. Everyone on the team did a tremendous job and should be very proud of what was achieved: Emily Jaworski (music coordinator), Laura Weiss (band leader), Marti Swisher (choir director), Peter Storms (accompanist), John Hubert (music director for Ministry Days and Service of the Living Tradition), Natasha Steinmacher, Jyvonnie Haskin, Cecilia Hayes, Lelaina Romero, Francisco Ruiz, Kellie Walker Hart, and everyone else who played and sang for all of the services, celebrations, and plenary sessions. All of the energy you put into it showed up 100% in rehearsals and on stage. You represented us well! And thanks also to Julie Enersen who ran the AUUMM booth in the exhibitor's hall.

Additionally I would like to thank all of the Program Directors, Good Officers, Nominating Committee, and staff for all the work they do to keep the organization running smoothly.

It is such a pleasure to work with all of these folks, and an honor for all of us to serve you, our organization's valued members.

Lastly I'd like to thank all of you for the unwavering commitment and dedication to music ministry and leadership that each of you provides to your congregations and surrounding communities on a continual basis.

As I approach the final months of my term, I am very excited about the future of AUUMM with DeReau Farrar as our next President. My best wishes to the DeReau and to the board of trustees for continued success!

# AUUMM ANNUAL REPORT 2019

## AUUMM TREASURER'S REPORT

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*Lyle 'LB' Brown, Treasurer*

There have been some very positive advances in our organization over the last year—most notably the change of name and mission, the restructured membership fees and our commitment to new members and first-time conference attendees. This has led to new excitement in both the membership and the board.

Our endowment has continued to grow due to donations and a good economy and our overall assets are roughly where they were last year at this time—down slightly because of larger than expected deficit spending.

Our overall donations in 2018 were nearly double what they had been the previous year. Your generosity in funding the Overdue Promise scholarships is largely responsible for this. Of course, our spending was up considerably because of the scholarships we awarded. The difference between what was donated and what was spent on Overdue Promise scholarships was \$5988, adding that much to our deficit. Had it not been for this program, our deficit would have only been \$5305 (down from \$5483 the previous year).

Our income from membership dues was up in 2018, however most of those dues had been paid before the fees were restructured.

We have continued and expanded the Overdue Promise initiative this year, this combined with the new fee structure could result in an even larger deficit in 2019. As of June 30, our income from members' dues was down more than \$5000 than at the same time last year. Donations, on the other hand, are up enough to make up the difference.

In order for the organization to thrive, we need to continue to reach out to musicians in UU congregations nationwide and also to our partners in worship. We also need more of our current members need to convert to a lifetime membership.

With your help we can continue to improve our programming and provide value to UU musicians and congregations.

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# AUUMM ANNUAL REPORT 2019

## AUUMM TREASURER'S REPORT (CONT.)

Lyle 'LB' Brown, Treasurer

UUMN TREASURER'S REPORT TO MEMBERSHIP: JULY 2018							
ASSETS:	12 mos ending 6/30/15	12 mos ending 6/30/16	12 mos ending 6/30/17	12 mos ending 6/30/18	12 mos ending 6/30/19		
<b>Endowment Fund</b>							
Beginning Balance	\$ 85,688	\$ 89,871	\$ 87,080	\$ 100,092	\$ 111,043		
Contributions	\$ 2,724	\$ 2,230	\$ 2,082	\$ 2,221	\$ 1,500		
Gain/Loss on Investment (includes fees & expenses, change in mkt value, earnings)	\$ 1,458	\$ (5,021)	\$ 12,074	\$ 8,730	\$ 6,787		
One-time adjustment (to reflect change in reporting methods)			\$ (1,144)				
<b>Total:</b>	<b>\$ 89,870</b>	<b>\$ 87,080</b>	<b>\$ 100,092</b>	<b>\$ 111,043</b>	<b>\$ 119,330</b>		
<b>Restricted funds</b>	<b>As of 6/30/2015</b>	<b>As of 6/30/2016</b>	<b>As of 6/30/2017</b>	<b>As of 6/30/2018</b>	<b>As of 6/30/2019</b>		
Conference Scholarship Fund	\$ 482	\$ (1,004)	\$ 1,617	\$ 1,607	\$ 1,607		
Silliman Funds		\$ 2,366	\$ 1,926	\$ 1,926	\$ -		
UU Children's Choir Reserves	\$ 15,436	\$ 34,481	\$ 19,598	\$ 17,632	\$ 19,748		
Conference Reserves	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000		
Payroll liabilities		\$ 2,701	\$ 595	\$ 4,035	\$ 2,432		
Donna H. Fisher Fund			\$ 1,879	\$ 3,704	\$ 875		
UUA Grant			\$ 15,000	\$ -			
<b>TOTAL Restricted funds</b>	<b>\$ 25,917</b>	<b>\$ 48,544</b>	<b>\$ 50,615</b>	<b>\$ 38,904</b>	<b>\$ 34,662</b>		
<b>Unrestricted funds</b>	<b>\$ 47,561</b>	<b>\$ 29,030</b>	<b>\$ 10,953</b>	<b>\$ 102,511</b>	<b>\$ 95,097</b>		
<b>TOTAL UUMN ASSETS:</b>	<b>\$ 163,350</b>	<b>\$ 164,655</b>	<b>\$ 161,660</b>	<b>\$ 252,457</b>	<b>\$ 249,090</b>		
<b>OPERATING INCOME &amp; EXPENSE</b>	<b>12 mos ending 12/31/14</b>	<b>12 mos ending 12/31/15</b>	<b>12 mos ending 12/31/16</b>	<b>12 mos ending 12/31/17</b>	<b>12 mos ending 12/31/18</b>	<b>6 mos ending 6/30/18</b>	<b>6 mos ending 6/30/19</b>
<b>Income</b>							
Membership dues	\$ 43,880	\$ 51,850	\$ 49,860	\$ 44,467	\$ 49,642	\$ 27,932	\$ 22,780
Program, Publications & other income (includes interest income)	\$ 2,288	\$ 3,771	\$ 971	\$ 2,800	\$ 6,210	\$ 3,657	\$ 16
Conference net income/loss	\$ 33,764	\$ 3,461	\$ 24,616	\$ 9,552	\$ 12,208	\$ 11,092	\$ 81,800
Donations	\$ 2,881	\$ 1,840	\$ 1,431	\$ 4,562	\$ 3,878	\$ 3,316	\$ 8,213
Overdue Promise Donations					\$ 5,156		\$ 2,949
<b>Total:</b>	<b>\$ 82,813</b>	<b>\$ 60,922</b>	<b>\$ 76,877</b>	<b>\$ 61,380</b>	<b>\$ 77,094</b>	<b>\$ 45,998</b>	<b>\$ 115,758</b>
<b>Expenses</b>							
Organization	\$ 75,549						
Contract (web, credit card, accounting, etc.)		\$ 6,860	\$ 7,876	\$ 13,951	\$ 10,038	\$ 6,582	\$ 2,685
Program: GA, Good Officers, Newsletter		\$ 8,614	\$ 9,447	\$ 4,163	\$ 7,997	\$ 6,931	\$ 5,323
Overdue Promise					\$ 11,145		\$ 20,875
UUA Educational Grant					\$ 8,240		\$ 3,452
Operations and Insurance		\$ 7,166	\$ 5,114	\$ 4,742	\$ 1,550	\$ 870	\$ 575
UUA Support		\$ 200	\$ 200	\$ 200	\$ 200	\$ -	
Payroll and Benefits		\$ 43,256	\$ 44,576	\$ 36,987	\$ 41,327	\$ 22,261	\$ 21,474
Board Travel		\$ 6,698	\$ 8,187	\$ 6,820	\$ 7,892	\$ 5,687	\$ 7,576
<b>Total:</b>	<b>\$ 75,549</b>	<b>\$ 72,794</b>	<b>\$ 75,400</b>	<b>\$ 66,864</b>	<b>\$ 88,388</b>	<b>\$ 42,332</b>	<b>\$ 61,961</b>
<b>REVENUE MINUS EXPENSES (Net income or deficit)</b>	<b>\$ 7,264</b>	<b>\$ (11,872)</b>	<b>\$ 1,478</b>	<b>\$ (5,483)</b>	<b>\$ (11,294)</b>	<b>\$ 3,666</b>	<b>\$ 53,797</b>

Organization includes payroll, benefits, operations, contract services, insurance, GA expenses, relationship building & Board expenses

Publications includes printing costs for May This Light Shine, Choral Response book

Program includes income and expenses for Good Officers/Liaisons and Silliman Competition

Salient points:

Reporting for 2017 and forward shows donations and payments made from restricted funds including UUA Grant & matching funds

As of 2018 Insurance was moved into Contract Expenses

# AUUMM ANNUAL REPORT 2019

## AUUMM MODERATOR'S REPORT

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*Deb Weiner, Moderator*

Friends, it is an honor to report to you on this year of change, exploration and study for the Association for Unitarian Universalist Music Ministries.

Because I tend to save files, I remember that there was a time, about a decade ago, when I said out loud that I hoped that one day soon, attendance at this organization's annual gathering would push beyond 300 souls. We are close this year – nearly 100 new conference registrants, a total of more than 250 – and I want us to 'keep on moving forward,' as Emma's Revolution reminds us. It is in our sight to draw more people engaged in ministry – parish, worship, faith formation, music, leadership – to this organization and its conferences.

Thanks to the bright vision of Matt Meyer and those who brought this year's Songleaders' Convergence to life, there's energy and inclusivity pumping into AUUMM, and it's fabulous. Congratulations to Matt and to the conference planning team, who have moved us to this new achievement.

This organization has been pushing forward on many fronts over the last two years particularly:

Changes to the Code of Professional Practice and Accountability that have brought the UUMN into stronger relationship with our ministerial and religious education partners while strengthening our identity as a UU professional organization.

Changing our organization's name, mission, and financial structure. As the Association for Unitarian Universalist Music Ministries, our name more accurately reflects this organization's role as a professional organization, now with a revised mission: to support music and worship arts professionals and those they serve through advocacy, education, and inspiration. We have identified our vision with clarity: We identify as "the primary resource for music and worship arts professionals as they are transforming our communities and the world."

This year the board heard from the Rev. Jason Shelton on his findings following a first-ever comprehensive study of our UU congregations and how they view, support, and staff music ministries. Jason received a very high response rate for this survey – more than fifty percent at last count - from our more than 1,000 congregations, and the results of the survey – which the board will share with you, our membership, give us a far more accurate picture of who the music ministry professionals are who are serving our congregations, how they are compensated, and what elements are most important to those who serve us.

Last year, I reminded you that the core of this organization could be summed up in these words: Advocacy. Education. Inspiration. Providing a primary resource to help us transform our communities and the world. And...right alongside those bright and optimistic and energized descriptors come the hard parts.

Vision usually involves risk. Risk can include errors and mistakes. We learn both from success and from falling short.

At the end of last year's conference, we learned from a beloved colleague of micro-aggressions that they had been subject to. While we believe that the comments made to our colleague were not intended to do harm, they had the effect of 'othering' a valued partner in ministry and showed us that there is a need for further reflection and learning in this organization of ours.

This year, after the Conference Planning Committee made the decision to offer Reading Sessions which will offer us the music of composers of color – the music that we've heard so many times is needed and that people don't know how to find – our Planning Committee received some angry and hostile communication from some of our members. Such behavior demonstrates, again, that White Fragility can cause us to act in ways that undermine our stated aspirations and make us fall short of living into the kind of faith community we say we want.

We step back, we step ahead. There is good news, positive and visionary news, as well. For the second year, the Board voted to continue the Overdue Promise scholarship program, which invites music ministry professionals of color who have never attended the AUUMM conference to do so with the financial support of our organization behind them. In 2018 eleven individuals came to the conference in Portland as a result of this program. This year, twelve individuals are receiving some level of support to attend this conference. We view this as core to our mission, and essential to our integrity as a UU organization whose ministry is inclusive, diverse AND dedicated to dismantling the white supremacy behavior that has held back ministry professionals who strengthen and inspire us.

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# AUUMM ANNUAL REPORT 2019

## AUUMM MODERATOR'S REPORT (CONT.)

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*Deb Weiner, Moderator*

We are honored to have received a generous grant from the endowment of the Jefferson Unitarian Church of Golden, Colorado, as well as several individual gifts to help support the Overdue Promise program. More support is needed. We must reach beyond the walls that have held us back, to achieve the bold ministry we envision. What you can do is share that vision with other ministry professionals, your congregations, and those who might be inspired to support us. It will, I can assure you, make a tangible difference. So, let me say this to conference attendees and AUUMM members who are not people of color: we welcome your support and that of our congregations to continue this program and believe it is an investment in our organization's future and more important, in that of the Unitarian Universalist Association, to become a more inclusive and equitable organization. Please help us move forward, if you are able.

Several months ago, our wonderful Executive Administrator, Julie Enerson, let us know that she wanted to be able to spend more time with her family. Be clear: Julie has been very happy working for and with all of you and us and this organization – and leaving her role as Executive Administrator is being done to fulfill her own personal goals for time to travel and enjoy life with her beloved. And we are sad: but the saying that “out of pain can come opportunity” is also true: Julie's announced departure led the Board to think again – as we had done four years ago – about whether our staffing structure was the right one for our organization, right now.

We have struggled to find ways, as volunteer Board members and leaders, to promote institutional advancement – that's code for fund raising – and to make the connections to other professional organizations, congregations and leaders that will serve our organization in the long run. So: it's time for an experiment: the board is searching for a gifted Acting Executive Director to serve our organization on a part-time basis, to help us meet some of our articulated goals and to fulfill our mission and vision. An Administrator – with reduced hours – will help support the organization's work and maintain contact with you, our members. The staffing picture may also include a volunteer Registrar...and certainly, it will continue to include the services of Bea Ann Phillips as our professional meeting planner and convener of our Conference Planning Committee.

We do not know how this experiment in leadership structure will work – and we will be evaluating it at the six month and one-year timelines, to see whether the change should become permanent. But we believe it's another step in the right direction.

As you note, there are challenges and opportunities. The financial picture you will see, captured by our Treasurer, LB Brown, shows our organization running at a deficit - and we cannot continue indefinitely in this way. We have taken some risks that we believe push us in the direction of fulfilling those commitments. We are making plans to advance programs that will help share the mission and vision of this organization more widely, and certainly at times of the year that aren't in the summer! Look for news of gatherings via video conference, and video learning sessions that will be available to our members and will support our mission and goals, year-round.

This mission and vision need ALL OF US. If you need support for your ministry, we want to help you. Check out the many resources on our website and contact our administrative office for ideas. If you need advice on compensation and benefits for your work, the Office of Church Staff Finances includes music ministry in its services email Jan Gartner, [jgartner@uua.org](mailto:jgartner@uua.org) for more information. If you are experiencing a difficult or troubling time in your ministry, our Good Officers are here to support you. Check information on our website or contact one of the Good Officers at this conference to be of assistance.

In short: We are here to serve you, and we need your involvement. John Donne wrote, “no one is an island, entire of itself.” And so it is with us: we are better together, and ministry, by definition, is what we do, together. So be in relationship with your organization and help to nurture it by sharing your gifts with our world. Together, we will rise.

My thanks and gratitude go to those with whom I partner in this work: to Julie Shaw, our former Liaison who retired in December from the UUA; to our President-Elect DeReau Farrar, Secretary Sarah Jebian, Treasurer LB Brown, and Trustees at large Joel Chapman, Amanda Thomas, and Christe Lunsford. My deepest blessings and appreciation to our President, Shawn McCann, who ends his service in December; and our Executive Administrator, Julie Enerson, who ends her service at the end of August...they, and all our colleagues on this board, make the work of this organization a joy to engage in.

I am honored to serve with you and for you – and I give you my thanks and my partnership as we move down the road that lies ahead of us.

# AUUMM ANNUAL REPORT 2019

## AUUMM EXECUTIVE ADMINISTRATOR'S REPORT

Julie Enersen, Executive Administrator

### MEMBERSHIP NUMBERS

Membership Type	July 2013	July 2014	July 2015	July 2016	July 2017	July 2018	July 2019
Regular I 500+ members	163	165	147	132	127	123	28
Regular II 300 - 499 members	138	158	159	137	135	143	27
Regular III 150 - 299 members	72	67	74	58	63	57	9
Regular IV <150 members	45	44	48	47	47	52	6
Supporting	241	259	247	194	193	185	22
Honorary Lifetime	3	3	3	3	4	3	3
<b>New Dues Instituted 10/1/2018</b>							
Regular I 1.0 FTE							21
Regular II .75 FTE to <1.0 FTE							16
Regular III .5 FTE to <.75 FTE							64
Regular IV <.5 FTE or unpaid							163
Lifetime							6
Team							56
Professional							31
Associate							38
Affiliate							53
<b>Total=</b>	<b>662</b>	<b>696</b>	<b>678</b>	<b>571</b>	<b>569</b>	<b>563</b>	<b>543</b>
		5.14%	-2.59%	-15.78%	-0.35%	-1.05%	-3.55%

### NOTABLE ACTIVITIES

#### CHANGE IN DUES STRUCTURE

- ♦ Implemented new dues structure on October 1, 2018. Currently, 95 memberships still exist under old system and will need to be converted to new types when they expire in the last quarter of 2019

#### NEW NAME & BRANDING

- ♦ Registered new name with State of Massachusetts (our state of incorporation) and State of Nebraska (where our home office currently resides.) Submitted name change to federal government, but IRS is still playing catch up from shutdown and has not yet made the official change.
- ♦ Submitted name change to UUA/affiliated entities, Quickbooks, PayPal and other vendors with which we do business.
- ♦ Solicited proposals from four designers for new logo and branding. The Board selected Tomo Hillbo to create the graphics. Ordered signage and banner for implementation at General Assembly and AUUMM logo items for distribution at the Conference.

#### GENERAL ASSEMBLY

- ♦ Created table display of 22 offerings submitted by members.

#### CONFERENCE

- ♦ Assisted with implementation of digital delivery system for conference materials by researching and making arrangements for iPad rental and PDF sharing.
- ♦ Worked with Songleaders Convergence to promote and award scholarships to 20 participants.

# AUUMM ANNUAL REPORT 2019

## PROGRAM DIRECTOR AND LIAISON REPORTS

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### PUBLICATIONS

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*Jed Levine, Director of Publications*

#### **Silliman Competition**

The Vincent Silliman Competition, occurring every other year, is dedicated to the creation of new music for use in UU Worship Services. 2019 is the "off" year. You can find produced videos from last year's Silliman Reading Session in Portland at [bit.ly/AUUMMYoutube](http://bit.ly/AUUMMYoutube), where new hymns were sung and voted on. The video comments contain information in case you'd like to bring any of these hymns to your congregations.

#### **Copyright**

Trying to decipher the confusing and often ambiguous rules and nuances of US copyright law and permissions is not an easy task. Long-time member Steve Finner has over the years provided valuable insights and clarification. Our current copyright "guru" is John Ector. If you have any questions or input regarding music copyright and will be attending the conference, I encourage you to attend John's workshop Copyright 101 & 102. The AUUMM website contains copyright information as well.

#### **Music Database**

The AAUUM Music Database continues to expand, proving to be an invaluable resource for anyone looking for music to fit a theme or topic. The database and song suggestion link can be found at [www.auumm.org/page/database](http://www.auumm.org/page/database). Beth Syverson, the database creator, will be facilitating a workshop on the database at the conference on Saturday, 3:45-4:45.

### GOOD OFFICES

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*Catherine Massey and Rev. Dr. Richard Speck, Good Office Co-Chairs*

#### **Goals and Progress**

Welcomed Rev. Richard Speck as new Co-Director, serving with Catherine Massey (continuing). Thanked David Glasgow, previous Co-Director, for his service.

Set up and planned meeting for Good Officers Tuesday before conference, and planned for one lunchtime conversation for conference attendees to meet with Good Officers.

#### **Activities**

At the annual conference in July, 2018, Good Officers participated in excellent training by Lavell Wood of Portland, professional consultant in racial equity and restorative practices. Consensus was that this training was invaluable for our work. Budgeting for professional training at conferences in alternating years, the next being 2020, would be constructive.

Since July of 2018, Good Officers have consulted on 18 documented cases (about the same as last year).

- Contacts this year have been overwhelmingly by telephone.
- Most common themes among this year's contacts are:
  - Leave-taking and boundary issues related to dismissal and voluntary resignations, including grief processing, handling anxious conversations, and managing conflict with ministers, board members, and other musicians in the congregation.
  - Responding to the departures of ministers and ministry team members in healthy ways.
  - Anticipating budget issues impacting music programs.
- Contacts evaluated by Good Officers to be "High Conflict" or "Crisis" levels continue to be higher than those in years previous to 2017 (22% this year). Some of these were multiple contacts on the same issue, requiring the assistance of more than one Good Officer.
- The vast majority of contacts were handled by three Good Officers (54% by one).

#### **Current Obstacles**

It would be better if the contact load were shared more equitably among Good Officers.

Planned training, with professional training for 2020, should help address some of our perceived inadequacies in our role as good listeners who can point out effective problem-solving strategies to those who contact us.

We would like to continue to help make AUUMM members aware of the Good Offices Program, and the need to contact a Good Officer before they reach a crisis level.

# AUUMM ANNUAL REPORT 2019

## CONFERENCE PLANNING COMMITTEE

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*Bea Ann Phillips, Program Manager*

This year, the Conference Planning Committee wanted to usher in the first Conference of the Association for Unitarian Universalist Music Ministries with a new vision for our conference and creative ways to better meet the needs of our members, as well as attract music ministers outside our denomination.

To that end, we created a new conference planning committee structure with well defined portfolios for each member on the team: <http://bit.ly/AUUMMCPCPortfolios>

We embarked together on a journey to reimagine the conference through the lens of fostering excellence in UU Music Ministry while embracing our UU values and “freeing our minds” from the constructs of conferences past.

We reflected on the Mission of the AUUMM

*The mission of the Association for Unitarian Universalist Music Ministries is to support music and worship arts professionals, leaders, and those they serve through advocacy, education, and inspiration.*

And referred to our guiding values in planning this year’s program:

Guiding Values:

- Accessibility/Inclusivity
- Technology as an important and necessary tool
- De-centering whiteness
- Theology/Spirituality

Through this process, we have planned a program that is different, challenging, timely, bold and risky. We are taking a leap of faith that by introducing new and creative ideas and structure, our members will come away feeling both challenged and inspired to free their minds, and let the rest follow.

New features this year:

- All conference materials and reading sessions made available digitally; attendees will use their own or rented iPads to access nearly all information.
- In an effort to highlight music from composers of color, a common “ask” from our membership and an important goal to expanding our understanding and appreciation for such repertoire, AND intentionally including it in our work (beyond MLK day...) our reading sessions will include ONLY such music.
- Song Leader Convergence: This is an inspired concept brought forth from our members last year to provide meaningful content for our non-professional song leaders throughout our denomination and beyond. Matt Meyer and a SLC team have created dynamic sessions designed specifically by and for our song leading music ministers. This effort has generated a great deal of interest and resulted in over 60 additional registrants.
- Our “Spotlight Sessions” formally known as “plenaries” have been conceived as “workshops for all” with the goal of creating more interactive, engaging sessions of value for our members.
- Worship each morning will include a variety of opportunities for our members to engage in and experience worship in the way that speaks best to them. Worship stations will be available each morning, rather than our traditional morning worship.
- We will put our faith into action with a social outreach opportunity on Sunday following the conference, by singing at a nearby ICE Detention Center.

### 2019 AUUMM Conference by the numbers:

Total registrants: 255

Total First Time Attendees: 97

Total Overdue Promise and Member Scholarship recipients for the conference: 14

Total registered specifically for the Songleaders Convergence (SLC): 66

Total Scholarship recipients for the SLC (through Faithify campaign): 20



# AUUMM ANNUAL REPORT 2019

## GENERAL ASSEMBLY MUSIC

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*Emily Jaworski, General Assembly Music Coordinator*

First, I need to thank Leon Burke for his excellent leadership. Because of my time as Leon's shadow, I felt extremely well prepared for the inevitable challenges of the position of GA Music coordinator.

My work began in earnest in September, when I attended the annual planning meeting consisting of the co-moderators, president and executive vp, GA and Conference Services staffers, and the GA Planning Committee. My attendance at this meeting was extremely valuable, because I learned that there was a serious desire on the part of UUA leadership to change the model we have been using to plan General Assemblies. This year's focus was to replicate more of a General Conference style gathering, where instead of focusing so much on business and bylaws, the focus would be on theological conversations and spiritual deepening. This meant that time in general sessions would be spent very differently, fewer workshops would be offered, and programs would be structured with more intentionality. This also meant that all standardized deadlines would be altered and shifted throughout the year as we collectively attempted to build a bridge and walk across it at the same time. One thing we did not learn until a few weeks before GA was that by restructuring the time spent in Plenary Hall, once full group programming began on Friday, the hall was basically unavailable for anything else. This meant that all of the worship rehearsals (except Sunday morning) were complete at the end of Thursday. This made the schedule for the band extremely compressed Tuesday through Thursday, with copious amounts of downtime later in the week. This also meant that I was unable to attend any band rehearsals, because they all conflicted with the tech checks for each service that I am required to attend.

Another major concern brought up throughout the week of September meetings was deep anxiety around the budget. The GA budget is built based on projected attendance, and after registrations in Kansas City were significantly lower than expected, GA 2018 lost hundreds of thousands of dollars, and a previous budget reserve has been depleted to almost nothing. So with no financial cushion and early concerns from several groups about the choice of Spokane as a destination, budget reductions were made in every area of programming. The music and worship budget was reduced by 25%. This made the worship planning process challenging, and I advocated for the inclusion of songs from the Justice Choir songbook (because they are free), music from the hymnals, and other songs to which the UUA holds copyrights in perpetuity. Requests were made to bring in guest artists, which were denied. The Sunday morning worship team wanted to include an Emma's Revolution song, and Pat and Sandy were already going to be at GA, but we did not have any more funds available in the budget to pay them. They agreed to perform on Sunday morning for the cost of the permission to use their song. There is a lot of hope that the return of GA to New England in 2020 will boost attendance and therefore the budget.

The GA Planning Committee was also eager to make systemic changes that might facilitate improved collaboration between the GA Music Coordinator and the Worship Arts Team, and so at the September meeting, the Planning Committee decided to rewrite the charge issued to WAT, and also make the GA Music Coordinator the co-chair of the committee. This feels mostly symbolic, as the relationship between music and worship will always depend on the people serving in each of those positions. Because of the nature of the personalities involved, the work of the Worship Arts Team felt mostly positive and collaborative. Of course, every minister has a different leadership style and a different ideal concept of collaboration. While my level of involvement varied from service to service, overall I felt respected and appreciated by my collaborators.

One element of the GAMC position that remains unclear is how much the GAMC can and should be advocating for systemic change in the structure of GA. My overall impression is that GA manages to happen every year despite being a broken system built on staggering amounts of highly skilled and unpaid labor. But when personnel change every single year, it is difficult to advocate for change without grinding the planning process to a halt. Perhaps the AUUMM board and GAMC should meet each year before the September planning meetings to see if there are any pressing issues to discuss with the wider leadership group, or specific areas in which to focus advocacy efforts.

As with any system built on many moving parts, communication will always be a challenge. Unfortunately this year, it appears that all of the most upsetting communication breakdowns happened among the music staff. More than anything, this probably has to do with my hands-off leadership style. I have been doing some deep reflecting on how much more shepherding I could have realistically provided, or how I could have anticipated needs earlier. I am not sure that I considered this as a crucial element of my position.

Overall, music at GA continues to be moving, well-planned, and of consistently high quality despite the challenges inherent in the system. I look forward to completing my service as GAMC and continuing to look for ways to improve the process.