



# AUUMM Annual Meeting 2024

Saturday, August 3, 2023; 9:30-10:45 MDT

<https://zoom.us/j/303400075>

Passcode : AUUMM

## AGENDA

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- I. Opening Music
- II. Chalice Lighting
- III. Call to business - Laura Weiss, Moderator
- IV. Approval of [2023 Annual Meeting Minutes](#) - Deborah Weiner, Secretary
- V. Remarks from President of Unitarian Universalist Association  
Rev. Dr. Sofia Betancourt
- VI. Moderator's Report - Laura Weiss
- VII. Treasurer's Report - Matt Meyer
- VIII. Executive Administrator Report - Allison King
- IX. President's Report - Jen Hayman
- X. Meditation and Reflection - Bran Lennox
- XI. Conference Planning Committee Report - Bea Ann Phillips
- XII. Music Leadership Certification Committee - Markus Hauck, Chair

- XIII. Election**  
Anderson Manuel, *Trustee-At-Large*, 1st term (2025-2027)
- XIV. Recognition of Retiring Music Professionals - Jen Hayman**
- XV. Recognition of Volunteers - Laura Weiss**
- XVI. Closing Music**
- XVII. Adjourn**

Attachments : 2024 Annual Board Reports



# AUUMM Annual Reports 2024

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*Prepared and Respectfully submitted by the 2024 AUUMM Board of Trustees*

## PRESIDENT'S REPORT

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***Jen Hayman, President***

*This is precisely the time when artists go to work. There is no time for despair, no place for self-pity, no need for silence, no room for fear. We speak, we write, we do language. That is how civilizations heal.*

*-Toni Morrison*

In preparing this report, I've been looking back on Annual Reports of the past seven years. Over this time, we've (meaning all of us) been through some things. Our world has endured a global

pandemic, which has altered our lives in ways we cannot begin to know, and which took the lives of many we loved. We have lived through a US Presidency that culminated in an insurrection which nearly upended US democracy. Our own denomination has experienced the tenure of three presidents in that time— one of which ended under very complicated circumstances. As we continue to move our faith forward in love, we have adopted a significant adaptation to our Unitarian Universalist bylaws, and at the same time, heard much from its supporters and dissenters.

As an association (I'm speaking of AUUMM now), we have undergone a name change, a reassessment of our mission and goals, an implementation of a new program model, the transitions of five(!) administrators, and just within the past year, the departures of an administrator, moderator, president and trustee at-large. And, of course, as music ministry leaders serving Unitarian Universalism in any number of capacities, we have navigated years of virtual choirs, masked singing, re-entry plans, safety plans, job changes, and, of course, the expedited change of church as an institution.

And the uncertainties continue. Many of us are trying to find something constant to cling to. Many of us are trying to grow and evolve, which can be uncomfortable and disorienting. Some here today are new to this ministry and this faith, while others among us contemplate retirement or departure for other reasons. It is a time of great uncertainty, and skepticism pervades as so many things we perhaps never thought possible keep happening. So, yes— it's been a time. We are tired. We are anxious. We are uncertain. And we are completely justified in all of this.

And yet, we must continue to try to make choices that move us back toward life and aliveness. We must direct our efforts toward the things that actually make us *want* to make music, that breathe life into our days and into our work. Since being appointed President in February 2024, that has been my goal: to help move AUUMM toward a vibrant, re-energized life.

*Here are some of the ways this has manifested over the past year:*

## **ORGANIZATIONAL STRUCTURE AND INTEGRITY**

Internally, the AUUMM board has gone through some drastic changes in the way we operate and the ways we commit to taking care of ourselves and one another. Aware that burnout, the need for deep rest, better distribution of workload, and the need for having a clear understanding of our administrator's role have all caused significant internal struggle in the past, our board proactively committed to a [new covenant](#) in January 2024 before embarking on any work together. We agreed to proceed with full transparency and consensus in all decision-making as we sought to build trust and relationships. Board officers (President, Moderator, and Treasurer) agreed to all support the onboarding of our new executive administrator, Allison King, with the support of contractor and former administrator Julie Enersen. The three of us have also committed to meeting with Allison on a weekly basis to answer all her questions promptly, to maintain an accurate sense of our membership and conference goals, and to more carefully monitor our finances.

Allison King has been a blessing to AUUMM, beginning her work as our Executive Administrator at 10 hrs/week for January and February while she completed her commitments to the Unitarian Universalist Ministers Association (UUMA), and then at 30 hrs/week starting in March 2024. Julie Enersen and Allison worked very well together, and took on the tremendous task of closing out the 2023 financials while neither of them had served in an AUUMM role during FY2023. They also worked in close cooperation with treasurer Matt Meyer and our hired accountants to reclaim our good standing as a 501(c)(3) organization and to negotiate a substantial payment of back taxes due to the state of Oregon. One of Matt's first goals as treasurer this year was to set a more realistic budget, given that our financial projections have been unpredictable since FY 2020. I feel confident now that our entire board has a better understanding of AUUMM's finances, and are committed to preserving its financial health in perpetuity.

Once our financial house was in order, we set about vetting candidates for our two board vacancies: one for the office of secretary, which I vacated when I accepted the appointment as President, and one for the trustee at-large position vacated in February 2024. The board was delighted that Deb Weiner accepted our invitation to join the board as Secretary, and Rev. Verdis Robinson accepted the position for trustee at-large. Both of these board members will maintain their positions through December 2025, and have the option to run for re-election at that time. We are thrilled to have their expertise, their new ideas, and their partnership on this journey. We have had an unprecedented shift in AUUMM leadership over the course of the year, and we are committed to moving at the speed of trust as we nominate and appoint new members. I regret that we have yet to present a nominee for the vacancy on the Nominating Committee, which this year is the Board's responsibility to bring forward. The board will be working on this in earnest and will present nominees at a special election this fall. I cannot emphasize enough my immense gratitude for the members of this volunteer board who have dedicated countless hours of extra time this year to help restore AUUMM to good health. We are committed to maintaining right relationship together and with all of you.

## **DENOMINATIONAL LEADERSHIP AND DEVELOPMENT**

We celebrate the work of our amazing colleagues, GA Music Coordinator Natasha Steinmacher, and UUMA Ministry Days directors and coordinators, Soren Austenfeld and Camille Hatton, who brilliantly navigated the first planned virtual format UUA General Assembly. I will be meeting with these musicians and coordinators as well as past GA music coordinators, ensemble directors, and band leaders to continue in the efforts to refine what a UUA full-time music staff position could look like. 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.

Again, in the pursuit of parity, I have been meeting with a collective of leaders from the UUA including the Association for UU Administrators (AUUA), the Liberal Religious Educators Association (LREDA) and AUUMM to begin work on a Shared Ministry Training, which recently received a substantial grant from the UUA Panel on Theological Education. The training will address many topics, including covenant and trust, the history of ministries and roles, power

dynamics, repair and wholeness, and liberation. I believe this work is a significant step toward building better relationships among worship teams, and protecting our musicians from harm and/or disengagement experienced while working within our denomination. Other denominational efforts include progress on the [UUA Virtual Hymnal](#), currently being managed by Rev. Erika Hewitt and Camille Hatton. This project is gaining a lot of buzz, and will be one of the first resources of its kind. We look forward to the launch of this effort! We are also so glad to be working in close relationship with Dr. Janice Marie Johnson, who serves as Director of Ministries and Faith Development and also as our new UUA liaison to AUUMM!

## **CONFERENCE AND ORGANIZATIONAL LEADERSHIP WITH AN EYE TOWARD THE FUTURE**

We celebrate our indefatigable Conference Planning Team, led by Bea Ann Phillips and Julie Enersen. This team has been incredibly nimble, constituting their own programming teams to create worship, workshops, and repertory sessions for our Albuquerque Annual Conference. We are assessing AUUMM's current program model, in terms of communication, power structure, and maintaining a full roster of program team members. We will be working in earnest in the coming year to assess the program model's efficacy well in advance of next year's conference. The board has also made a good faith effort to be more responsive, more collaborative, and more appreciative of the work that goes into a successful conference. We are thrilled that we know the site for next year's conference. Stay tuned for further details.

## **THE PROMISE THE FUTURE HOLDS**

While I chronicle here our successes, our shortcomings, and our learnings as an organization over the course of this year, I still don't know if any of it has an impact on how you all carry out your ministries on a daily basis. As we live into the commitment our new UUA bylaws articulate to *keep love at the center*, I hope that we will challenge ourselves to embody this not only in the world beyond our doors, but also within our own house: in our relationships with our choirs and bandmates, in our collaborations with our staff teams and ministry partners, and with our colleagues here with us today. We must continue to look out for each other, to celebrate each other, to challenge and inspire each other if we want to grow and heal together.

Poet Gwendolyn Brooks said, "We are each other's harvest, we are each other's business, we are each other's magnitude and bond." I believe it must be so if we are to not only survive, but remain fully alive in our ministries through these ever-changing, ever-trying times. I appreciate all of you who put your faith in this organization. May we aspire to learn from one another and grow our shared ministries, holding love at the center, in the days to come.

*Yours in service,*  
Jen Hayman, President, AUUMM

## MODERATOR'S REPORT

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**Laura Weiss, Moderator**

The Moderator is charged with making space for the important issues of the member body in every Board meeting. As a “big picture” thinker, the Moderator works with the President to frame board discussions in the context of organizational mission, vision, and goals. The Moderator sets the tone for meetings and crafts agendas that take into consideration important movements within the organization, between our sibling organizations, and throughout Unitarian Universalism.

In this time of transition, our enthusiastic board welcomed new members and staff, crafted a new covenant, and centered humility, curiosity, and repair in our work. We created a co-supervisory model for the sole employee of the organization and put the values of communication and transparency first in our fiscal work. We are celebrating imperfection and have adopted a culture of failing forward. We graciously sit in the knowledge that our work is never done. Through that wisdom, we embrace a culture of abundance and hope for what is possible. Before we move to strategies for what may be possible, this board has spent a full six months discerning who we are and working to get our organizational and financial house in order. This was no small effort. Much gratitude goes to Matt Meyer and our new Executive Administrator, Allison King, for their passion and endless hours of work to clean up accounts and Quickbooks. They are such a gift to the organization.

Our goals for the coming year will 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*. For the UU music community we have yet to meet, one of our other tasks this year will be to create platforms for engagement with them. We want to learn the stories of the whole in order to focus our tasks on the needs and aspirations of the community we hope to become. Stay tuned for ways to engage with us!

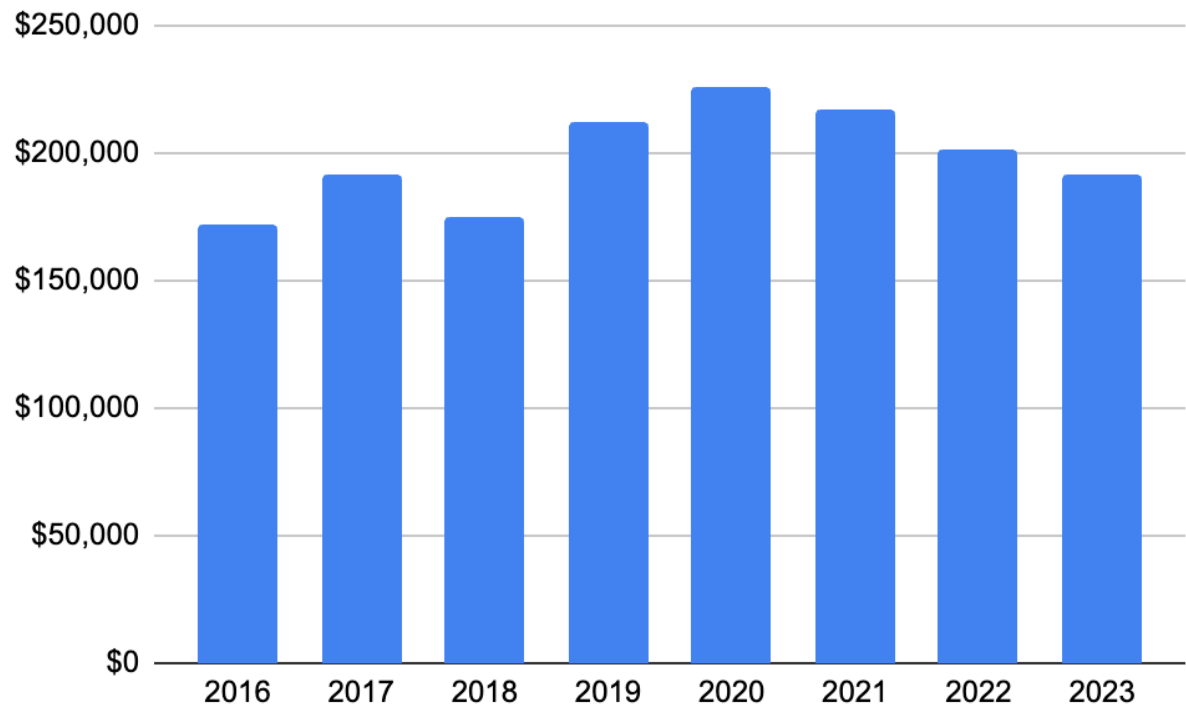
Additionally and as a responsibility to oversee operations of the organization and in compliance with the by-laws, we worked quickly this spring to fill open board positions that our President mentioned in the report above. We are excited to also share that Anderson Manuel has been slated by the nominating committee as a candidate for the board with a January 2025 start date.

There is much for us to learn. And even more for us to do than there will be enough hours for in our days. But, from the moment I met all of you in my very first month of starting my new job in a UU congregation, a stranger and instantly beloved, I knew that this was one of the most important organizations for music ministry on this earth. I am honored to serve the mission of AUUMM and humbled by your faith in us *to serve*. I hope to get time with each and every one of you over this next year as we center our work on your needs, inspirations, and learning what is hard for you. In the meantime, I wish you all an imaginative and fulfilling year in your music ministries!

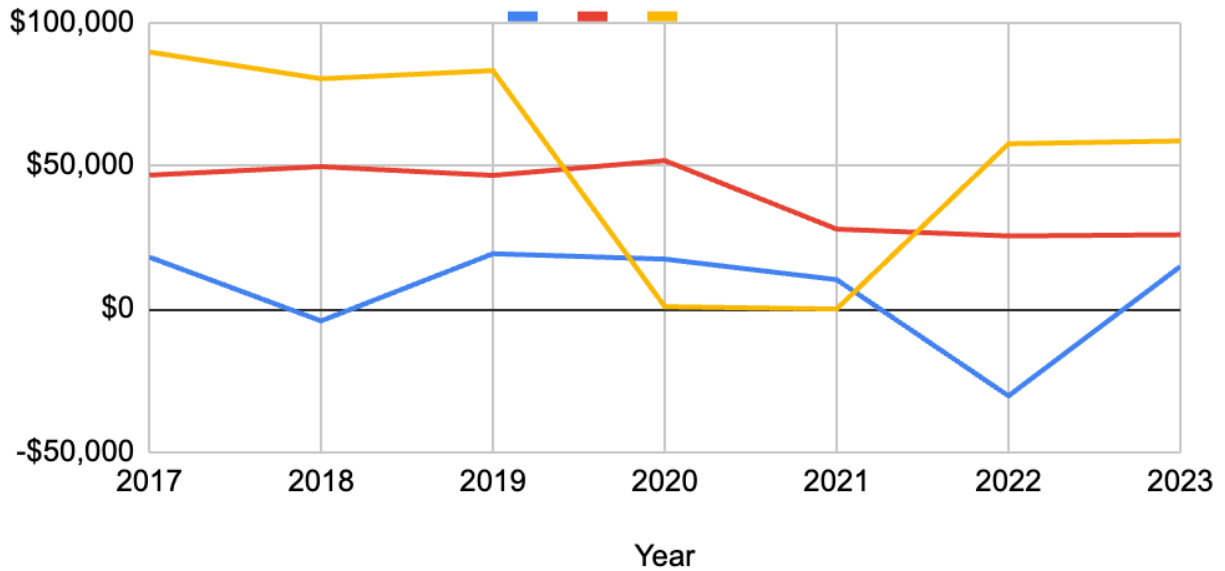
# TREASURER’S REPORT

*Matt Meyer, Treasurer*

As I said last year, what matters more than where we are with our finances, is the direction we’re headed. Our two primary sources of income are Members Dues and Conference registration. When covid hit, we were bringing in about \$50,000/year in member dues. For the last three years, we’ve been at about half of that and our conference registration income is also much less than it used to be.



## Donations, Member Dues and Registration Fees



Year	Balance on Dec 31	Net Gain/Loss
2016	\$171,716	-
2017	\$191,278	\$19,562
2018	\$174,575	-\$16,704
2019	\$211,985	\$37,411
2020	\$226,125	\$14,140
2021	\$217,206	-\$8,919
2022	\$201,126	-\$16,080
2023	\$191,770	-\$9,356
<b>Average</b>		<b>\$2,865</b>

<b>Year</b>	<b>Investment Income</b>	<b>Member Dues</b>	<b>Registration Fees</b>
2017	\$18,115	\$46,668	\$89,593
2018	-\$4,148	\$49,641	\$80,275
2019	\$19,276	\$46,584	\$83,122
2020	\$17,394	\$51,742	\$825
2021	\$10,234	\$27,854	\$0
2022	-\$30,291	\$25,458	\$57,610
2023	\$14,841	\$25,898	\$58,597
<b>Averages</b>	<b>\$6,489</b>	<b>\$39,121</b>	<b>\$52,860</b>

## 2023 PROFIT AND LOSS

Last year we ended up \$12,963 in the red. This is less of a loss than we'd planned for, largely because our endowment grew by \$14,000 that was unbudgeted. The overall loss is mostly due to the reduced members dues and conference registration since covid. (See next page)

# Association for UU Music Ministries

## Profit and Loss

January - December 2023

	TOTAL
Income	
4300 DONATION INCOME	
4330 Donations - General (Unrestricted)	2,517.00
4340 Donna Harris Fisher Fund Donations (Restricted)	1,100.00
4350 Overdue Promise Scholarship Donations (Restricted)	745.00
4380 Songleaders Convergence Scholarships Income	6,036.43
<b>Total 4300 DONATION INCOME</b>	<b>10,398.43</b>
4500 INVESTMENTS	
4510 Interest-Savings, Short-term CD	2.10
4560 Endowment	
4566 Change In Market Value	14,841.43
4570 Indivd, Business Contr - Endow	185.00
<b>Total 4560 Endowment</b>	<b>15,026.43</b>
<b>Total 4500 INVESTMENTS</b>	<b>15,028.53</b>
4700 PROGRAM INCOME	
4710 Membership Dues	25,898.00
<b>Total 4700 PROGRAM INCOME</b>	<b>25,898.00</b>
4900 Uncategorized Income	481.00
<b>Total Income</b>	<b>\$51,805.96</b>
GROSS PROFIT	<b>\$51,805.96</b>
Expenses	
4460 PROGRAM EXPENSES (Restricted)	
4462 Conference Scholarship Fund Expenses (Restricted)	1,395.00
4464 Songleaders Convergence Scholarship Payments	1,120.99
4470 Overdue Promise Scholarship Expenses	
4473 Flights/Mileage - OPS	400.00
<b>Total 4470 Overdue Promise Scholarship Expenses</b>	<b>400.00</b>
<b>Total 4460 PROGRAM EXPENSES (Restricted)</b>	<b>2,915.99</b>
6200 Contract Services	
6210 Accounting Fees	1,436.32
6215 PayPal Fees	1,953.97
6250 Credit Card Merchant fees	45.00
<b>Total 6200 Contract Services</b>	<b>3,435.29</b>

## Association for UU Music Ministries

### Profit and Loss

January - December 2023

	TOTAL
6410 PROGRAM EXPENSES (Unrestricted)	
6460 GA	600.00
6462 Booth Expenses - GA	1,318.63
6465 Meals - GA	40.57
6470 Lodging - GA	1,523.17
6475 Flights/Mileage - GA	3,082.69
<b>Total 6460 GA</b>	<b>6,565.06</b>
<b>Total 6410 PROGRAM EXPENSES (Unrestricted)</b>	<b>6,565.06</b>
6500 Operations	8,344.58
6510 Books, Subscriptions, Reference	515.15
6530 Printing and Copying	177.57
6535 Marketing	611.37
6550 Telephone, Telecommunications	2,222.62
6570 Other Types of Expenses	513.36
<b>Total 6500 Operations</b>	<b>12,384.65</b>
6600 Payroll Expenses	
6610 Wages	40,250.00
6620 Company Contributions	
6621 Payroll Taxes	4,005.34
<b>Total 6620 Company Contributions</b>	<b>4,005.34</b>
<b>Total 6600 Payroll Expenses</b>	<b>44,255.34</b>
6800 Travel and Meetings - BOT	
6810 Meals - BOT	468.83
6830 Flights/Mileage - BOT	2,073.01
6840 Conference, Convention, Meeting Registration	3,198.19
<b>Total 6800 Travel and Meetings - BOT</b>	<b>5,740.03</b>
Uncategorized Expense	115.10
<b>Total Expenses</b>	<b>\$75,411.46</b>
<b>NET OPERATING INCOME</b>	<b>\$ -23,605.50</b>
Other Income	
7200 Other Types of Income - CONF	336.00
7300 Program Income - CONF	
7310 Registration Fee - CONF	56,084.00
7320 Registration Fee - Partial-CONF	1,877.00
7330 Partner Pass - CONF	300.00
<b>Total 7300 Program Income - CONF</b>	<b>58,261.00</b>
<b>Total Other Income</b>	<b>\$58,597.00</b>

## Association for UU Music Ministries

### Profit and Loss

January - December 2023

	TOTAL
Other Expenses	
7500 Personnel - CONF	
7530 Chaplain - CONF	300.00
7570 Outside Contract Services - CONF	7,213.17
<b>Total 7500 Personnel - CONF</b>	<b>7,513.17</b>
7600 Facilities and Equipment - CONF	36,978.85
7700 Operations - CONF	1,500.00
7720 Printing and Copying - CONF	298.56
7730 Supplies - CONF	255.01
7740 Marketing - CONF	100.00
<b>Total 7700 Operations - CONF</b>	<b>2,153.57</b>
8000 Travel and Meetings - CONF	
8030 Flights/Mileage - CONF	1,308.77
<b>Total 8000 Travel and Meetings - CONF</b>	<b>1,308.77</b>
<b>Total Other Expenses</b>	<b>\$47,954.36</b>
NET OTHER INCOME	<b>\$10,642.64</b>
NET INCOME	<b>\$ -12,962.86</b>

## 2024 BUDGET

Our board is in the midst of a big effort to reach out to past members this year and has also put more time into advertising the conference. So we've budgeted for increased members dues. General Assembly this year was online, which saved us \$6,500. We're planning for a deficit this year, but much smaller than last year.

	2023 BUDGET	2024 BUDGET
<b>INCOME</b>		
<b>DONATION INCOME</b>		
4310 Corporate Contributions	\$5,000	0
4330 Donations - General (Unrestricted)	\$5,000	\$2,000
4350 Overdue Promise Scholarship Donations (Restricted)	\$3,000	\$3,000
4370 Individ, Business Contr - Endow (Restricted)	\$3,000	\$3,000
Worship Bands Scholarships		\$12,000
<b>Total 4300 DONATION INCOME</b>	<b>\$16,000</b>	<b>\$20,000</b>
<b>4400 TRANSFERS</b>		
4440 Endowment - Transfers	\$25,000	\$0
<b>Total 4400 TRANSFERS</b>	<b>\$25,000</b>	<b>\$0</b>
<b>4500 INVESTMENTS</b>		
4560 Endowment		\$5,000
4563 Investment Manager Fees	-\$400	-\$400
4564 UUA Administrative Fee	-\$150	-\$150
4565 Other Investment Expense	-\$150	-\$150
<b>Total 4560 Endowment</b>	<b>-\$700</b>	
<b>Total INVESTMENTS</b>	<b>-\$700</b>	<b>\$4,300</b>
<b>4700 PROGRAM INCOME</b>		
4710 Membership Dues	\$45,000	\$45,000
4730 Conference Profit/Loss	\$5,000	\$10,000
4740 Education Income	\$3,000	\$2,000

<b>Total 4700 PROGRAM INCOME</b>	<b>\$53,000</b>	<b>\$57,000</b>
<b>Total Income</b>	<b>\$93,300</b>	<b>\$81,300</b>
<b>EXPENSES</b>		
4460 PROGRAM EXPENSES (Restricted)		
4462 Conference Scholarship Fund Expenses (Restricted)	\$10,000	\$12,000
4470 Overdue Promise Scholarship Expenses	\$3,000	\$3,000
<b>Total 4460 PROGRAM EXPENSES (Restricted)</b>	<b>\$13,000</b>	<b>\$15,000</b>
6200 Contract Services		
6210 Accounting Fees	\$4,200	\$4,200
6212 Quickbooks Fees	\$600	\$600
<b>Total 6210 Accounting Fees</b>	<b>\$4,800</b>	<b>\$4,800</b>
6215 PayPal Fees	\$1,000	\$1,254
6240 Outside Contract Services	\$150	\$150
6275 Insurance - Property, Liability, D&O	\$165	\$165
<b>Total 6200 Contract Services</b>	<b>\$6,115</b>	<b>\$1,569</b>
6410 PROGRAM EXPENSES (Unrestricted)		
6440 Education Expense	\$4,500	\$0
6460 GA		
6462 Booth Expenses - GA	\$1,000	\$0
6465 Meals - GA	\$500	\$0
6470 Lodging - GA	\$2,500	0
6475 Flights/Mileage - GA	\$2,500	0
<b>Total 6460 GA</b>	<b>\$6,500</b>	<b>\$0</b>
<b>Total 6410 PROGRAM EXPENSES (Unrestricted)</b>	<b>\$11,000</b>	<b>\$0</b>
6500 Operations		
6520 Postage, Mailing, Shipping Service	\$120	\$120
6530 Printing and Copying	\$120	\$120
6535 Marketing	\$1,000	\$600

6540 Supplies	\$100	\$100
6550 Telephone, Telecommunications	\$2,500	\$300
"Your Membership" Database and Website		4162
<b>Total 6500 Operations</b>	<b>\$3,840</b>	<b>\$5,402</b>
6600 Payroll Expenses		
6610 Wages	\$42,000	42,000
6620 Company Contributions		
6621 Payroll Taxes	\$7,250	\$7,250
6625 403 B Contributions	\$4,200	4620
Health Care & other insurance Contributions,		8000
<b>Total 6620 Company Contributions</b>	<b>\$11,450</b>	<b>\$19,870</b>
6670 Contract Employees	\$300	3480
<b>Total 6600 Payroll Expenses</b>	<b>\$53,750</b>	<b>\$65,350</b>
<b>Total Expenses</b>	<b>\$87,705</b>	<b>\$92,121</b>
<b>NET OPERATING INCOME</b>	<b>\$5,595</b>	<b>-\$10,821</b>
<b>NET INCOME</b>	<b>\$5,595</b>	<b>-\$10,821</b>

## CURRENT SNAPSHOT

Below is our current balance sheet, halfway through 2024.

We have \$277,400, in all of our accounts. This is probably the high point of cash flow in the year, since we've received all of our conference registrations, but not yet paid most of the conference expenses.

# Association for UU Music Ministries

## Balance Sheet

As of June 30, 2024

	TOTAL
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
1000 General Checking	107,265.35
1001 PayPal Bank	2,917.08
1020 Savings	20,643.78
1030 Petty Cash	287.72
1050 Endowment - Money Market	139,339.84
<b>Total Bank Accounts</b>	<b>\$270,453.77</b>
Accounts Receivable	
1100 Accounts Receivable	0.00
<b>Total Accounts Receivable</b>	<b>\$0.00</b>
Other Current Assets	
1200 Undeposited Funds	0.00
1220 Uncategorized Asset	-54.19
<b>Total Other Current Assets</b>	<b>\$ -54.19</b>
<b>Total Current Assets</b>	<b>\$270,399.58</b>
<b>TOTAL ASSETS</b>	<b>\$270,399.58</b>
<b>LIABILITIES AND EQUITY</b>	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2400 Payroll Liabilities	0.00
2420 Federal Taxes (941/944)	799.84
2430 Life Insurance	0.00
2440 NE Income Tax	0.00
2450 NE Unemployment Tax	0.00
2455 BCBS	0.00
2456 CA PIT / SDI	0.00
2457 CA SUI / ETT	0.00
2459 NJ Quarterly Taxes	0.00
2460 OR Employment Taxes	2,589.76
2461 OR Income Tax	8,244.89
2462 OR Statewide Transit Taxes	110.60
401(k) Contribution	1,495.58
HSA Contribution	0.00
UUA Dental	300.00
WA Cares Fund	86.74
WA Paid Family and Medical Leave Tax	79.14
WA SUI Employer	198.26
WA Workers Compensation	107.70

## Association for UU Music Ministries

### Balance Sheet

As of June 30, 2024

	TOTAL
<b>Total 2400 Payroll Liabilities</b>	<b>14,012.51</b>
2480 PPP Loan	0.00
Direct Deposit Payable	0.00
Repayment	
Pay back for pre-payroll advance	1,500.00
<b>Total Repayment</b>	<b>1,500.00</b>
<b>Total Other Current Liabilities</b>	<b>\$15,512.51</b>
<b>Total Current Liabilities</b>	<b>\$15,512.51</b>
<b>Total Liabilities</b>	<b>\$15,512.51</b>
Equity	
2500 RESTRICTED FUNDS EQUITY	
2520 Donna Harris Fisher Fund	15.00
2525 Overdue Promise Scholarship	2,902.48
2530 UU Childrens Choir Gen'l	19,748.46
2540 UU Children's Choir Scholarship	875.00
2550 Conference Scholarships	6,000.00
2560 Silliman Competition	0.00
2650 Due to Endowment Fund	360.00
<b>Total 2500 RESTRICTED FUNDS EQUITY</b>	<b>29,900.94</b>
3000 Opening Balance Equity	0.00
3120 Unrestricted Net Assets	189,187.46
3130 Retained Earnings	-33,282.53
Net Income	69,081.20
<b>Total Equity</b>	<b>\$254,887.07</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$270,399.58</b>

**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

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*Allison King, Executive Administrator*

### Membership Numbers

Membership Type	July 2020	July 2021	July 2022	July 2023	July 2024
Regular I 1.0 FTE	19	19	24	28	20 (11 exp)
Regular II .75 FTE to <1.0 FTE	12	14	18	22	18 (5 exp)
Regular III .5 FTE to <.75 FTE	70	36	57	62	78 (25 exp)
Regular IV <.5 FTE or unpaid	151	124	133	129	147 (47 exp)
Supporting					
Honorary Lifetime	3				4
Lifetime	9	9	10	11	7
Team	34	31	38	45	51 (14 exp)
Professional	33	23	30	45	53 (18 exp)
Associate	42	37	34	33	49 (18 exp)
Affiliate	57	46	58	48	62 (25 exp)
Totals	430	339	402	423	489

## MEMBERSHIP

- The AUUMM board is continuing to rebuild membership numbers and engagement. 4 workshops had 68 attendees; I have been contacting expired and former members, and there have been 203 renewals so far this year. Our largest constituency is still “Former Members” at 611. I am working through that list to reclassify everyone as expired under their previous membership type. This gives us a better idea of who is actually a member, and will make it easier for them to renew. My priority post-conference is to continue to work on the membership database to determine who is worth pursuing for renewal, and who is truly no longer interested or working as a UU musician.
- NEW members : 57 so far this year, roughly equivalent to last year at this time
- We have sub-contracted a web designer to craft a new vision of the AUUMM website. This new site will work with WordPress, so that data can travel with us if we decide to switch to a new membership database.

## CONFERENCE

- Conference: A total of 211 registrants: 157 In-person members, 50 of which are first time member attendees; 12 in-person non-members, 10 of which are first-timers; 26 virtual members, with 5 first-timers; 4 virtual non-members with 1 first-timer; 5 guests, 3 Two Day passes, and 4 One Day passes.

## FINANCES

- It's been a bit of an ordeal to get Quickbooks in order. I have reconciled the accounts through June 2024, and categorized transactions up until last week. There are still discrepancies in the balances and this will be my priority post-conference.
- We have also sub-contracted Sam Gemar of BMG Accounting to assess our Oregon tax fees. Sam is working to decrease or eliminate the penalty fees.

## 2024 CONFERENCE PLANNING COMMITTEE REPORT

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***Bea Ann Phillips, Conference Planner***

The committee was thrilled to learn that long time member Susan Peck and the First Unitarian Church of Albuquerque were honored and thrilled to offer to host the 2024 conference. The church itself offers both ample space and considerable technology to produce a first-rate, accessible conference. Most importantly, Susan and her leadership team were excited to bring the Conference to UUABQ and have been welcoming, responsive and delightful.

The Sheraton Uptown was selected as the host hotel based on offering the most affordable rates over the preferred dates, accessible space needs and accessibility to a wide variety of dining options within walking/rolling distance of the hotel. It is located approximately 3 miles from the church and bus transportation has been provided for conference attendees also staying at the conference hotel.

It is important to note that while AUUMM would never *require* conference attendees to stay at the conference hotel, it is preferred as it allows the AUUMM to enjoy benefits that would not be possible without a guaranteed block of rooms. It is for this reason, along with other cost considerations, that transportation to and from the church each day is offered to these guests only. Allison (AUUMM Admin) and the conference planners have made themselves available to help those seeking roommates to offset individual expense at the conference hotel.

It is also worth noting that for the reasons stated above, the committee hopes those in leadership positions with the AUUMM would prioritize staying at the conference hotel to assure the organizations' contractual obligations are met and to promote the spirit of being part of the larger conference community throughout.

## **PLANNING COMMITTEE AND PROCESS**

Given the challenges the committee experienced last year, a new approach to planning was adopted for this year's conference. At the conclusion of the 2023 conference, the committee proposed a return to the previous model of assigning specific tasks, with clear expectations for meeting agreed upon obligations. This model, and expectations, were clearly communicated to each person who expressed interest in serving on the committee for 2024 during one-on-one interviews based on responses received during the Volunteer Fair at last year's conference.

The Board authorized Bea Ann Phillips and Julie Enersen to develop a new committee structure based on these interviews, to oversee the planning meetings and handle the logistics for the conference. This year's CPC general organizational chart and portfolios can be accessed here:

[CPC Organizational Chart](#) and [CPC Portfolios](#)

Each of the Planning Teams within the CPC enlisted additional members to assist with specific tasks. Bea Ann and Julie reached out to 3 people to serve in a Marketing capacity. After a promising start, all 3 eventually dropped this work and any effective marketing came exclusively from the CPC and Admin efforts. A dedicated marketing team is proposed moving forward, with folks serious about the work and committed to seeing it through.

Other than the marketing component, the CPC structure this year has been extremely successful; team leads have been consistently responsive, present at monthly planning meetings and have met established deadlines. Each team has brought both expertise and enthusiasm to their work, and we are excited about the resulting programming for this year's conference. Matt Meyer, who began as the lead for both Band and SLC aspects of the

conference, recruited Carl Kennedy and Sadie Lansdale to lead these groups in his absence as he embarked on a Chaplaincy Program. Both Carl and Sadie have brought a high level of competency and enthusiasm to their work. Because the CPC structure worked so well this year, we recommend its implementation for the 2025 conference.

## 2024 BOARD OF TRUSTEES SLATE

### Anderson Manuel, *At-Large 2025-2027*



Anderson Manuel is an accomplished music leader with a Master of Education degree and a PhD candidate, boasting 27 years of teaching experience in grades K-3. For the past 20 years, he has served as the Gospel ensemble director at First Parish in Concord and currently leads the music program, fostering relationships with youth through the Religious Education (R.E.) program.

In addition to his roles as a director and leader, Anderson is also a talented songwriter, singer, and percussionist. He has been an active participant in the Association for Unitarian Universalist Music Ministries (AUUMM) for the past five years, attending their conferences and engaging in enthusiastic online discussions. These experiences have enriched his skills and allowed him to bring back valuable knowledge to his community, spreading the love of music and the cherished traditions of Unitarian Universalism.

His goal is to inspire the next generation of youth to be active participants through music while also learning leadership skills that will make our faith stronger and more inclusive. Anderson's dedication to advocacy, education, and inspiration aligns perfectly with the mission of AUUMM. Wherever he goes, he shares his love of music. He is eager to contribute to the board, aiming to further enhance the organization and support music and worship arts professionals in creating transformative worship experiences.