

GBAUUF Board Meeting Minutes

November 13, 2025 | 6:30 p.m.

Chair: Tim West
Vice Chair: Carl Bennett
Past Chair: Annette Dreier
Secretary: Nicole Bickham

Co-Treasurer: Ramona Makos
Co-Treasurer: Ron Ropson
Member At Large: Melissa Rink
Member At Large: Jim Brey

We promise to:

- Show up with our best selves, intent on listening with openness and willingness to the voices in the room and those that are not.
- Speak with an authentic voice, grounded in our lived experience, mindful of differing cultural interpretations and realities that are present.
- Honor our duty to do the work of the board and to place anti-racism, anti-oppression, and multicultural accountability at the center of that work.
- Recognize that each of us is fully human, with hurts and vulnerability, and the need to laugh and sing.

Adopted December 2019 by GBAUUF board of trustees

Items in italics were action items from last month:

- I. Chalice Lighting
 - A. Attendance: Tim West, Ramona Makos, Melissa Rink, Nicole Bickham, Jim Brey, Ron Ropson, Annette Dreier
- II. Check-In
- III. Open forum and welcome to guests
 - A. Guest(s): Hannah Villnave, Roz Barker, Randy & Tracy Kubichek, Francesca P
 1. Randy & Tracy shared an idea about a congregation-sponsored trip to the Milwaukee Art Museum facilitated by Father Jim Nielson in 2026. He has done this before and was interested when Randy approached him. They are willing to research admissions cost, cost of chartering a bus, and coordinate with Father Jim. Could also look into whether the Appleton fellowship would want to join us. Is there a signup portal the Fellowship has used in the past?
 - a) Tim posed some questions about liability. Likely we'd need waivers, and also to check with our insurance company.
 - b) Randy & Tracy will do some research and report back to the Board in December.
- IV. Consent Agenda
 - A. Minutes
 1. Ramona made a motion to accept the Oct minutes; Annette seconded. Passed unanimously.
- V. Discussion Agenda

A. Stewardship Team - see [Financial Report](#)

1. Bank Balances as of Nov 6th are as follows:
 - a) Checking: \$8,811
 - b) Reserve Funds: \$22,811
 - c) Commercial loan: \$157,552
2. Reserve Fund balances are as follows:
 - a) Grounds (Parking Lot) \$30
 - b) Building (roof, floor, other) \$12,250
 - c) Facility Equip (AV, computer, printer) \$1,557
 - d) Maint Equip \$974
 - e) Operating \$8,000
 - f) Unallocated \$0
3. Our insurance cost went up but Ramona had already budgeted for that. However we've already paid Rev Jim more than half the amount we budgeted for his help with RE.
 - a) Ramona will send amounts to Annette and Annette will contact Rev Jim.
4. Phase I of parking lot repair was completed. During the winter we need to fundraise for Phase II.
5. Did Ramona scan tax-related forms as PDFs and send them to Tim to look over? Yes. Tim looked at them and responded to Ramona. No further action needed.
6. What did Ramona find out about our utilities being higher recently? Ramona had mistakenly added phone & internet with utilities so that has been fixed.
 - a) Did Annette change the angle of the blinds in the clerestory windows to reduce solar gain? Yes.
7. The Pop Up Shop will be held the first two weekends of December. Roz, Natalie, and Francesca are coordinating the sale.
 - a) Jim Brey is going to lead another field trip in May 2026. Ramona will ask our liability company about coverage for off-site events.

B. Membership Team - see [Attendance Report](#)

1. Annette will follow up with new member Laura about forms.
2. Roz will join Annette in the membership committee.
3. Did Annette contact Tiffany Raven about membership? Yes.
4. Did Annette send a card to the Strattons (John & Katie)? Yes.
5. Candy reports someone (Aubrey) has volunteered to take over Greeter scheduling but they haven't met yet to coordinate.

C. Programming Team - see [Sunday Services Team Report](#)

1. Question from Natalie: Rev Mark Richards will be retiring from WUUSAN at the end of this year. He mentioned to Laurie Ropson that he would be happy to speak at GBAUUF. Great! However, the first opening we have is in late June of 2026. Could the Board discuss the effects of having Rev. Mark Richards speak on a second Sunday in lieu of Zooming to Open

Circle one month? In-person services seem to be more effective than Zoom services. But there would be an additional cost (\$200 for Rev. Mark and \$85 for our pianist). Would we still honor the \$100 to Open Circle even if we don't Zoom?

- a) Ramona: ministers get \$250, not \$200
- b) We don't have an agreement to pay Open Circle every month, so we likely would not have that cost.
- c) Board votes to recommend the committee can move forward.

Nicole will email Natalie our response.

D. Religious Enrichment Team updates:

- 1. Margaret says attendance varies from two children to 12 children on any given Sunday with no particular pattern so far.
- 2. They will be asking for additional volunteers to support Alyssa as the helper schedule is full only up until Christmas. Margaret uses Sign-up Genius for this. **Francesca will email Margaret to coordinate re getting volunteers signed up.**
- 3. Melissa Rink implemented the idea about gathering supplies for St. John's homeless shelter and that is underway.

E. Social Justice Team updates:

- 1. School supply drive for Nicolet School
- 2. Collecting items for Celebrate Kindness Event in December, Included Volunteer requests for reading tutors and help at the Kindness Event
- 3. Amazing turnout (over 25% of GBAUUF members) at the No Kings Rally October 18
- 4. Several GBAUUF Members attended the Rights of Nature event
- 5. GBAUUF hosted booths at Pop-up Pride & the rescheduled NEW Pride event in support of LGBTQ+ rights
- 6. Jim Brey: He and Laurie have been involved in the Rising Together program happening January 24th 9-3, led and hosted by the Appleton fellowship. Hannah told us some more about it. Registration will open in 1 week.

F. Building/Facilities Team - no separate Facilities Report

- 1. Did Ron purchase the boards for the wall in the rear of the sanctuary? No, but plans on purchasing them in December.**
- 2. Did Ron contact companies for estimates on soffit & fascia repair? No. Tabled until spring - they are ok for now.**

VI. Old Business

- A. Regarding recent basement leaks: Ron previously recommended we get an estimate from a professional re: drain tile, re-sealing joint between the floor and walls, etc. **Did Michael get quotes?**
- A. Did Annette add Tim as administrator of Breeze? Yes.
- B. New to UU class offered Oct 16 & 23 went well, attended by 12 people total. A few people attended only 1 of the 2 sessions, which seemed to work fine. We

plan to offer again in spring, probably similar format, different evening of the week.

1. It was also interesting to hear from attendees their opinions about minister- vs lay-led: Those without prior UU experience said having a minister or not matters less to them than the quality of the “presentations.” Someone with extensive prior UU experience (including board leadership) said that if there isn’t a minister, having a strong board is crucial, and at least 1 other attendee agreed with this perspective.
- C. Pride t-shirts: Did Nicole ask Roz & Natalie who they’ve used for past t-shirt printing and how it went? Yes. Natalie didn’t remember which vendor was used in about 2018. Roz said Fresh Prints of Green Bay is a minority owned business, very responsive. Nicole sent them an inquiry via their website on 11/11/25, heard back promptly the kind of design I have in mind would cost about \$13 per shirt.
1. Side note: Lots of UUs regionally & nationwide have been wearing yellow “side with love” t-shirts at rallies like No Kings. They are available individually from the [InSpirit UU Book Shop online](#).
 2. Nicole will contact UUA for permission to use the chalice.

VII. New Business

- A. Building Rental questions - see [attached notes](#) for proposed changes to rental policy.
1. Hannah shared some info about how Fox Valley handles rental requests from non-profits. Hannah asked their admin to email their agreement with Francesca.
 2. Allowing groups to pay by free-will donation makes budgeting harder.
 3. If we want to make case-by-case exceptions, we need to clarify who makes the decision. Francesca would like to not be involved in the decision making. Maybe a subset of the Stewardship committee?
 4. Tim is willing to draft a policy. Francesca will send him her questions. Hannah emailed Tim UUA statement about partisanship issue.
- B. Katina would like to revive the tradition of GBAUUF camping outings. Please see [attached summary](#). Her requested action steps are:
1. Does the Board approve the proposed activity? We need to get info about liability before deciding whether. Tim will provide Ramona a list of questions for the insurance company.
 2. Can payment (TBD)/“Registration” be handled by the fellowship if approved? We’ll come to this next month.
 3. Okay to advertise a “hold the date” soon? State park group campsites get reserved far in advance. Advertising sooner gives campers time to plan around the dates, and book their own site(s) if they wish.
- C. Francesca: Policy regarding members (or kids) announcing that they are seeking donations for outside organizations not officially sponsored by GBAUUF. Tabled for now.

- D. Annette would like to discuss hiring a bookkeeper. Hannah mentioned bookkeepers are easier to share with other congregations than some other roles. She mentioned Belay Solutions is an option. **Ramona will research the cost.**

- VIII. Review Action Items - see above, highlighted in orange
IX. Check Out
X. Ron motions to adjourn, seconded by Annette. All in favor. Adjourned at 8:16 pm.