

GBAUFF Board Meeting Minutes

December 10, 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 GBAUFF 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, Carl Bennett, Ron Ropson
- II. Check-In
- III. Open forum and welcome to guests
 - A. Guest(s): Hannah Villnave, Margaret Krings, Randy Kubichek, Francesca P, Michael
 1. Updates from Randy about a Milwaukee Art Museum field trip with Father Jim Nielson: Randy met with Father Jim.
 - a) Jim would prefer to do it on Sat, Feb 28 or Sat, March 28. The latter is preferable in terms of time to plan.
 - b) Jim would also like to lead a “preview” of the museum, perhaps Sat Jan 10, to present 10 works from the MAM along with a potluck. Randy is thinking of a 1-hr presentation, then 1 hr fellowship time. Randy is willing to be the opener. Some people recommended a little later in January to allow more time for people to hear about it.
 - c) Randy is proposing he pays for the bus up front and then people reimburse him, or he will cover the deposit. Estimate on bus is \$1500 for group of 35 (33 + Tracy, Randy, Jim), so an estimated \$70/person will cover the bus and admission. Randy is looking into Lamers for the bus service. Tickets could be transferable, not

refundable.

- d) 2.5 hrs at museum: 1.5 hrs guided tour.
- e) Can't bring food into the museum. We can eat lunch on the bus. People can buy at the cafe or bring their own.
- f) Randy will find out what our cancellation deadline is with the bus company.
- g) Sign-up mechanism? Hannah: Fox Valley pays for Woofoo (?) for event sign-ups and Sign up Genius. Francesca says we can use something like we did for RV parking for the NFL draft - a form that links to PayPal - for signups and payment. We also have a Venmo account that we used for the pop-up shout. Ramona would tag the funds for the event.
- h) Accessibility: Bus is a "crouching bus." It has a bathroom. Museum has wheelchairs.
- i) Announcing: Randy willing to put together a flyer. Francesca willing to print on half sheet and insert in order of service. We will also announce it at some Sunday services. **Randy will send info to Francesca to put in the Connect.**
- j) Carl moves we approve the trip, Jim seconds. All in favor.
- k) Order of steps: **Randy will find out cancellation deadlines** now that we have an event date, then send to Francesca.

2. Margaret here to get input on some RE matters. We are losing Alyssa as facilitator after the end of the year.

- a) There is a committee of 4 who handle supplies, planning, meeting with Rev Jim. Two of them are over 80 and ready to step back.
- b) We need facilitation of the RE sessions but don't currently have enough coverage. We could reduce the number of sessions, or end the program altogether (2-4 kids/week lately and 1-2 of them will be leaving with the Andrews family). Rev Christina cautions that we could lose families if we cut back, and says even 2-3 kids per week is a good foundation to build on.
- c) Another option is to increase the number of intergenerational services. Hannah: Rather than centering on a sermon, it's focused on a story. Often there's a hands-on activity (or multiple to choose from) as part of the service. We could ask Christina to lead intergenerational services when she's speaking, and Hannah is also able to do them. Christina would also be a good resource to talk with about intergenerational services generally.
- d) The board would like to try finding a replacement by announcing to the fellowship. Margaret can approach people who have volunteered to try to cover the services from now till May. Then we need to decide as a fellowship how to proceed going forward. People who volunteer would either need to attend the call with Rev Jim, or watch a recording of it.

- e) Rev Hannah recommends a brief, weekly email to parents that previews what the activity will be.
- f) Margaret will write up an announcement. Margaret will also talk to Rev Jim about opening up the planning meetings to others who are considering volunteering.
- g) Melissa will find out from Alyssa how the communication app works. Currently Alyssa is the admin.
- h) Margaret also encourages us all to approach families, let them know we're glad they're here, ask them what they're looking for, what questions they have.

IV. Consent Agenda

A. Minutes

- 1. Ron made motion to accept the Nov minutes; Annette seconded. Passed unanimously.

V. Discussion Agenda

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

- 1. Bank Balances as of Dec 7th are as follows:
 - a) Checking: \$11,938
 - b) Reserve Funds: \$23,386
 - c) Commercial loan: \$156,646
 - d) Reserve Fund balances are as follows:
 - e) Grounds (Parking Lot) \$530
 - f) Building (roof, floor, other) \$12,250
 - g) Facility Equip (AV, computer, printer) \$1,557
 - h) Maint Equip \$1,049
 - i) Operating \$8,000
 - j) Unallocated \$0
- 2. On November 21st Ramona moved our 6-month CD to the Money Market reserve fund in case we needed it for basement waterproofing and soffit/fascia repair.
- 3. Did Ramona send Rev Jim's invoices to Annette? Did Annette contact Rev Jim? Yes. It appears we underestimated his cost in our budget (\$500-\$1000), and he also said he was spending more time than he expected, and it should be decreasing.
- 4. Did Ramona research the cost of hiring a bookkeeper? Ramona did a general search and found that cost is \$30-100/hr, and usually the person is remote. We would still have a fair bit of work to do (making deposits, sending the info to them, etc) so she's not sure how much it will help us. Ramona has also started to make lists of which tasks would be done by the treasurer, and which by a bookkeeper.

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

- 1. Annette has started taking attendance in Breeze, and Roz runs reports from that. It helps us identify who we need to approach about

membership, or to follow up if they have stopped coming. Their plan is to only add people to Breeze after they've come more than once.

2. They have also talked about having a brief ceremony for people to sign the book and get their pin. This would be in place of the ceremony that has happened sporadically after a new member breakfast.
3. They also plan to start recognizing membership anniversaries in the newsletter.
4. Did Annette follow up with new member Laura about membership forms? Yes.

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

D. Religious Enrichment Team - See [RE Report](#)

1. Did Francesca email Margaret to coordinate re getting volunteers signed up? Yes.

E. Social Justice - See [Social Justice Team Report](#)

1. Annette: we're looking for a volunteer for 1-2 hrs on one Monday afternoon per month sorting food into bags at Nicolet School. They will have to get a background check through the school.

F. Building/Facilities Team - no separate Facilities Report

1. *Did Ron purchase the boards for the wall in the rear of the sanctuary?*
Ron is purchasing them next week.
2. *Tabled till spring: Ron will contact companies for estimates on soffit & fascia repair.*

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? No, and no more leaks yet. We'll table this till March.*
- B. Pride t-shirts: Nicole got approval from UUA to use the chalice symbol, as long as we don't sell the shirts for profit. **Nicole will contact Fresh Prints in January to get more details in preparation for taking orders from members.** What method is recommended for taking orders & collecting money?
- C. Building Rental cost policy: Tim drafted [this policy](#). Francesca is interested in discussing in a smaller group (subcommittee). Ron is willing to participate. **They will give feedback to Tim.**
 1. Tim: Do or should we have a policy handbook? Not currently. Hannah says FVUU keeps some on their website, and operational ones in one place digitally where board has access. They use Microsoft Sharepoint but doesn't recommend for our scale. We might have access to low or no cost Google Workspace, which gives us more control over file integrity than Google Drive.
- D. Liability for off-site events: Ramona obtained [answers to the questions Tim posed.](#) **Ramona will point Tim to the waiver form.**

E. Are we ready to revisit Katina's camping trip proposal? Yes. (See [her summary](#) from last month.) Her questions were:

1. Does the Board approve the proposed activity? Carl moves, Ron seconds. All in favor.
2. Can payment (TBD)/"Registration" be handled by the fellowship if approved? Ramona doesn't want to be involved in tracking who registers and pays. Annette willing to handle the money in the Scrip book. [Nicole will let Katina know, tell her to get final cost and registration deadline to Annette and description to Francesca.](#)
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.

F. Policy regarding members (or kids) announcing that they are seeking donations for outside organizations not officially sponsored by GBAUUF. (Tabled from Nov.) [Francesca will get ideas to Tim.](#)

VII. New Business

- A. The Augers will no longer be cleaning the Fellowship after the end of December. Is there a list of tasks? Vacuuming, cleaning bathrooms, floors. [Francesca will make an announcement.](#)
- B. Francesca requests we discuss our [service cancellation procedure](#). How do we handle plowing of the lot when we have rentals? Francesca should contact Michael and he will communicate with the plowing company.

VIII. Review Action Items (highlighted above in orange)

IX. Check Out

X. Nicole motions to adjourn, seconded by Jim. All in favor. Adjourned at 8:20 pm.