

UNITARIAN UNIVERSALIST SOCIETY, CORALVILLE, IOWA
UUS SHARED MINISTRY – POLICIES AND PROCEDURES

Revised 06/01/2025

Amendments and additions to this Manual should be sent first to the Board of Trustees Governance Committee for standardization and inclusion.

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SECTION I: BYLAWS

BYLAWS

Unitarian Universalist Society of Iowa City

Amended 5/30/2025

ARTICLE I – IDENTITY

The name of this congregation is Unitarian Universalist Society of Iowa City, Iowa (hereinafter referred to as the Society, or UUS). It was founded in Iowa City in 1841 as the Iowa City Universalists. In 1968 the congregation was incorporated under its current name as an Iowa nonprofit corporation. It is a member of the Unitarian Universalist Association of Congregations.

ARTICLE II – PURPOSE

The purpose of this society is to be a religious community in accordance with the principles established by the Unitarian Universalist Association of Congregations, as guided by the mission statement adopted by the members of this Society.

ARTICLE III – MEMBERSHIP

UUS promotes the full participation of persons in its activities and membership endeavors without regard to race, color, gender identity, gender expression, physical or mental ability, affectional or sexual orientation, age, class, economic status, or national origin.

- A. A member of the Unitarian Universalist Society is any person who has followed the appropriate membership preparation process at the time of joining. A member is further defined as someone who affirms the principles of the Unitarian Universalist Association, affirms the UUS covenant of right relations, signs the membership book, participates in UUS programs as able, contributes to the general operating budget annually and aligns with the mission and vision of the Society. The process for joining will be adjusted as appropriate when someone has previously been a member of another UU congregation.
- B. Current members shall have voting rights at Society meetings once they have been a member for at least 30 days.
- C. Designation as a Life Member by the Board may be made in recognition of past contributions to the Society.
- D. A member's name shall be removed from membership if:
 - 1. The member dies.
 - 2. The member submits a written request.
 - 3. The member has a period of inactivity or lack of contribution to the operating budget for one year and all written procedures have been followed to have the member re-engage with no response.

4. The Board has removed the member by a two-thirds vote for actions that threaten the well-being of the congregation.
- E. A former member can re-activate their membership by following the approved procedures to re-activate membership.

ARTICLE IV – MEETINGS AND OF THE SOCIETY

- A. Each year, there will be at least two regular meetings of the Society. The Budget Meeting shall be called for the primary purpose of approving a budget. The Elections Meeting will be called in order to elect the Board and elected committees. Meetings shall be called by the Secretary at the direction of the President.
- B. A quorum shall be constituted if at least 20% of the members eligible to vote are present. A majority of the voting members present shall be required to carry any motion at a regular meeting. The Board may set a higher threshold for approval of important issues.
- C. Special meetings of the Society may be called by four members of the Board of Trustees or upon written petition to the Secretary by 15% of the voting members. The purpose of the meeting must be specified, and any actions to be voted on must be communicated in advance. No other business may be conducted at a special meeting.
- D. Notice of all meetings shall be communicated directly to all members at least 10 days before the date of the meeting. The notice shall specify the place, time, and business to be transacted at the meeting.
- E. Absentee votes may be available to members who cannot attend a meeting due to incapacitation or travel. All absentee votes shall be submitted to the chair of the meeting on an official signed ballot, prior to the meeting being called to order. If the issue is amended during discussion at the meeting, the absentee vote shall not be counted. In specific cases, the Board may decide absentee ballots are not to be allowed for a given meeting. If so, such decision must be included in the notice of the meeting.

ARTICLE V – QUALIFICATIONS FOR NOMINEES; PROCEDURES FOR NOMINATIONS

- A. Positions on the Board of Trustees, the Endowment Committee, and the Leadership Development Committee, hereinafter referred to as leadership positions, shall be filled by election by the congregation at an annual Elections Meeting.
- B. Only a qualified voting member (who has been a member for at least one year and has served on at least one committee or team) may serve on the Board of Trustees, Leadership Development Committee, or the Endowment Committee. Any qualified voting member may run for any open position.
- C. The conditions for the number of terms of office that may be held vary by leadership position.
 1. Endowment Committee members and Leadership Development Committee members may not serve more than one consecutive term.
 2. Board members may not serve more than two consecutive terms. Before serving a second

term, the board member shall be nominated and elected in the same manner as Board members elected to their first term.

Exceptional cases may arise where continuity in leadership is needed. In such cases, one or more members of leadership may have their terms extended by a maximum of one year. Such exceptions require the approval of a two-thirds majority vote of those in attendance at the Elections Meeting.

- D. Terms of office shall begin on July 1. The Board shall have the power to fill vacancies until the next Elections Meeting.
- E. There are three methods by which a voting member may seek election to a leadership position:
 - 1. Nominee: The Leadership Development Committee shall nominate at least one candidate, known as a “nominee,” for each open position.
 - 2. Self-declared candidate: Any qualified voting member interested in serving in a leadership position may declare candidacy by doing the following:
 - a. Submitting their name to the Leadership Development Committee by three months prior to the Elections Meeting; and
 - b. Submitting to the Leadership Development Committee the signatures of 10 voting members who support that candidate. The deadline for this is one month prior to the Elections Meeting.

Self-declared candidates will be offered the same preparation, orientation, support, and publicity as nominees, except that nominee shall be designated as such in the Society newsletter and any other publicity generated by the Leadership Development Committee.

The Leadership Development Committee may, but need not, select a self- declared candidate as their nominee.

- 3. Nominations from the floor at the Elections Meeting: Any qualified voting member may nominate themselves or any other qualified voting member from the floor at the annual meeting. A voting member nominated from the floor by another shall not be a candidate and shall not be elected unless the nomination is accepted by that voting member.

The Leadership Development Committee shall arrange for the names and brief biographies of each nominee and self-declared candidates to be published in the Society newsletter and posted prominently at the Society prior to the Elections Meeting.

ARTICLE VI – BOARD OF TRUSTEES

- A. The Board of Trustees, hereinafter referred to as the Board, shall consist of seven voting members, including the officers of the Society and other Trustees. All Board members shall serve a two-year term. The Minister shall serve as an ex officio, non-voting member.
- B. The Board shall have general charge of the affairs of the Society, including supervision of its property and funds, conduct of its business, and control of its administration, implementation of its mission, vision, and formulation of policies. Policies may be established by the Board to define

specific roles and responsibilities of Board members.

- C. Regular meetings of the Board shall be held each month. The time and location of such meetings shall be made known to the general membership. Board meetings are open; however, the Board may meet in closed session to discuss personnel or legal matters. Special meetings may be called by the President or by the majority of the Board. Motions are passed by a simple majority of members present, unless specified otherwise in these Bylaws. A Board Quorum consists of a simple majority of voting members. The President, as a member, has voting rights and may exercise them at their discretion.
- D. All Board members are expected to attend Board meetings and retreats, participate actively in congregational life, and abide by all covenants established by the Board and the Society as a whole.
- E. A Board member may resign by giving notice in writing to all Board members. They may also be removed by a vote of two-thirds of the other Board members or by a two-thirds majority of voting members present at a special meeting called for that purpose.
- F. Should a vacancy occur on the Board, the Board may choose a qualified member to fill the vacancy. The appointee shall serve until the next congregational meeting, when an individual shall be elected to complete the remainder of the term. Occurrence of vacancies shall not disrupt the established rotation of terms of service.

ARTICLE VII – OFFICERS

- A. The officers of the Society shall be the President, Vice President, Secretary, and Treasurer. They shall be elected by the congregation, in accordance with Article V. The duties of each officer are as follows:
 - 1. The President shall be chairperson of the Board, shall preside at meetings of the Board and of the Society, and provide leadership for fulfilling the current mission and vision of the Society. The President shall ensure that a clear agenda is set for each board meeting. The President shall sign all legal contracts and conveyances as determined by the Board.
 - 2. The Vice President shall perform all duties prescribed by the Board or delegated by the President. In the absence of the President, the Vice President shall serve as Acting President.
 - 3. The Secretary shall oversee communications and records as needed for governance, including records of meetings of the Board and of the congregation, and a roster of the voting members of the Society. The Secretary shall perform other duties as prescribed by the Board.
 - 4. The Treasurer shall receive and have custody of all money and other property of the Society entrusted to their care and shall disburse the same under the direction of the Board. The Treasurer shall keep a complete account of the finances of the Society and render a current statement at each regular meeting of the Board and a statement of the prior fiscal year to the membership of the Society after its close. The Treasurer shall provide appropriate accounts and documents for a periodic audit, conducted by parties designated by the Board and in accordance with Board-established policy.
- B. The Executive Committee is comprised of the officers of the Society. The minister is a non-voting ex officio member. The Executive Committee shall carry forward the program and plans of the Society and Board. It shall exercise the powers and duties of the Board between meetings of the Board when

necessary. It shall report promptly to the Board all actions taken. A quorum of the Executive Committee shall be three officers.

- C. Under special circumstances, the same person may concurrently hold the offices of Vice President and Treasurer, or the offices of Secretary and Treasurer. The size of the board, as defined in Article VI, will not be reduced when a single person is elected in concurrent officer roles.

ARTICLE VIII – CONTRACTS AND CONVEYANCES

- A. Contracts authorized by the Board shall be signed in the name of the Society by the President and by the Secretary or Treasurer.
- B. Any deed, mortgage, or other instrument involving the transfer of an interest in real property shall be approved by a two-thirds majority of the Board and a majority of voting members at a congregational meeting duly called for that purpose. It shall be executed by the President and the Secretary or Treasurer.

ARTICLE IX – THE SOCIETY STAFF

A. The Minister

1. The Minister as head of Staff is delegated the authority and accountability of the day-to-day administration and Ministerial operations of the Society in accordance with all UUS policies and procedures, and except as is expressly limited by Board approved policies.
2. The Minister shall be responsible for leading spiritual, programmatic and administrative work of the Society and serve as a spiritual leader of the Society. The Minister shall have freedom of the pulpit and shall have freedom to express their opinions outside the pulpit, but not to represent the Society without authorization from the Board or the membership.
3. In the event of a Ministerial vacancy, the congregation shall elect a Search Committee to consist of seven members of the Society. It shall present a candidate for Minister to the Society.
4. The Board may appoint a committee to select an interim Minister. An interim Minister shall have the same responsibilities and privileges as a settled Minister.
5. Election or dismissal of a Minister must take place at a meeting of the Society duly called for that purpose and requires that:
 - i. 40% of the members eligible to vote are present, and
 - ii. of those members present 80% vote in the affirmative.

B. Other Employees

1. UUS employs other Staff as the Board and Minister deem necessary.
2. All Staff must abide by UUS Board approved policies.
3. Each employee will have a written job description which will be updated regularly as is outlined by the Personnel Policy Manual.
4. Disciplinary action of an employee may be imposed at the discretion of the Minister or direct supervisor following the procedures outlined in the Personnel Policy Manual.

5. An employee may be terminated by the Minister or direct supervisor after they have consulted with the Executive Committee so long as they have followed all applicable laws and Board Policies set forth in the Personnel Policy Manual. The Board must be notified promptly.

ARTICLE X – COMMITTEES

A. There are 2 **elected** committees.

1. The Endowment Committee

- a. The Endowment Committee shall consist of five members elected by the Society. The term of office will be three years. The terms shall be staggered so that not more than two members are elected at each UUS Elections Meeting, except as may be necessary to replace any member who does not complete their full term of office. The committee will elect their own chairperson(s).
- b. The Endowment Committee shall raise, conserve, and adMinister funds for the UUS from memorials or as an endowment for investment. The committee shall carry out its responsibilities in accordance with policies and procedures

approved by the Board. The committee's accounts shall be audited regularly by persons designated by the Board.

2. The Leadership Development Committee

- a. The Leadership Development Committee shall consist of five members. The term of office shall be three years. The terms shall be staggered so that not more than two members are elected at each UUS Elections Meeting, except as may be necessary to replace any member who does not complete their full term of office. The committee will elect their own chairperson(s).
- b. The purpose of the Leadership Development Committee is to provide qualified candidates for those leadership positions that are elected by the congregation; assist the Board in supporting the active, ongoing, intentional cultivation of UUS leaders; and help develop leadership skills at every level, including individual members, committees, and Board members.

B. Should a vacancy occur on the Endowment or Leadership Development Committees, the Board, upon recommendation from the Leadership Development Committee, may appoint a successor. The appointee shall serve until the next Elections Meeting, when an individual shall be elected to complete the remainder of the term. Occurrence of vacancies shall not disrupt the established rotation of terms of service.

C. Additional elected and non-elected committees may be established or dissolved by the Board. All additional committees, interest groups, or activities must follow the values, principles, and covenants of the Society. Those that require a budget, have a public face, or require endorsement by the Board shall be approved by the Board per UUS policy.

ARTICLE XI – AMENDMENTS

Amendments to Articles of Incorporation or Bylaws must be approved by a congregational vote. They may be proposed by the Board or by petition of 20% of the voting members. The proposed amendment shall be contained in the notice of the meeting of the Society at which it will be voted upon. A two-thirds majority of members present at a duly called meeting of the Society shall be necessary to enact an amendment, provided a quorum is present.

ARTICLE XII – RULES OF ORDER

The rules contained in Robert’s Rules of Order, latest edition, shall govern Board and congregational meetings of the Society in all cases in which they are not inconsistent with these Bylaws.

ARTICLE XIII – INDEMNIFICATION

The Society shall indemnify any person who is or was a Trustee or Officer of the Society against any liability asserted against such person and incurred in the course and scope of their duties or functions within the Society to the maximum extent allowable by law, provided the person acted in good faith and did not engage in an act or omission that is intentional, willfully or wantonly negligent, or done with conscious indifference or reckless disregard for the safety of others.

The provisions of this article shall not be deemed to limit any power or exclude any right of the Society to provide an additional or other indemnity or right from any member, officer, trustee, employee, or other person.

ARTICLE XIV – DISSOLUTION

In the case of the dissolution of the Society, all of its property, real and personal, after paying all just claims upon it, shall be conveyed to and invested in the Unitarian Universalist Association or its legal successor, and the Board of Trustees of the Society shall perform all actions necessary to affect such conveyance.

Bylaws reviewed and amended by the Board and approved by the Congregation on May 21st, 2023

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SECTION II: BOARD POLICIES

Introduction

What is Shared Ministry Governance? This approach best enables a congregation to fulfill its mission – to achieve both the outward results of quality of life and the inward quality of life to which it is called. Part of this process involves using written *policies* to delegate the Board’s authority to the Staff and congregation. This is not new at UUS. Policymaking, formal and informal, has certainly been a part of leading our congregation at least since 1961 when the American Unitarian Association and American Universalist Church merged and probably before then. Policies that give prerogative to congregation and Staff to act without seeking Board approval help us do our work efficiently and effectively. What is new is the concerted effort of the Board to create and maintain this document, the Board Policy Book, to help guide the efforts of the Staff, Congregation and Board to carry out the Mission and Vision of UUS.

Since we are a mission-driven organization and the Bylaws give specific authority to the Board of Trustees for the *implementation* of UUS’s mission, we thought it worthwhile to include the Mission and Vision statements in the document. These statements were approved at a congregational meeting on January 5, 2020.

Mission Statement

We are a welcoming, spiritually diverse home. We act on our values:

- *Honor the Earth*
- *Advocate for racial and social justice*
- *Foster deep connections*
- *Embrace the ongoing quest for meaning*

Vision Statement

We aspire to be a more inclusive, loving, diverse congregation that welcomes all people. We will defend and celebrate the Earth, confront racial and social injustice, and nurture deep connections.

UUS Covenant of Right Relations

The well-being, strength and reputation of this Unitarian Universalist Society depend on our relationships. We believe that members bring their best intentions into their relationships with the society members and friends, youth and children, Staff, leaders, and clergy. *Through this covenant we make a formal commitment to act with mutual trust and respect in our community. This covenant is a public statement to remind each of us of our explicit responsibilities in maintaining a healthy congregation.*

As individuals and members of our society we covenant to:

- Engage from a place of individual authenticity and strive to be our best whole selves
- Celebrate diversity as a source of energy, inspiration, and growth
- Model the behaviors we all aspire to loving kindness, responsibility, gratitude, accountability, and forgiveness
- Work to sustain a safe environment that encourages us to share our values and beliefs, and nurtures our spiritual and ethical growth

- Communicate with mutual respect to better understand one another, realizing that we may ultimately agree to disagree
- Have the courage to discuss our values, beliefs, opinions, feelings, and reactions with those who do not share them, as well as with those who do
- Take responsibility for personally addressing issues as we encounter them through dialog with the appropriate individual or group
- Be accountable for our words and actions; realizing that none of us is perfect, seek as well as offer forgiveness, and respond with compassion if our words have been unintentionally hurtful
- Support collaboration by asking for and offering help, and express our gratitude to others for their efforts
- Engage in congregational decision-making, actively seeking and sharing information, and supporting the decisions made by the congregation

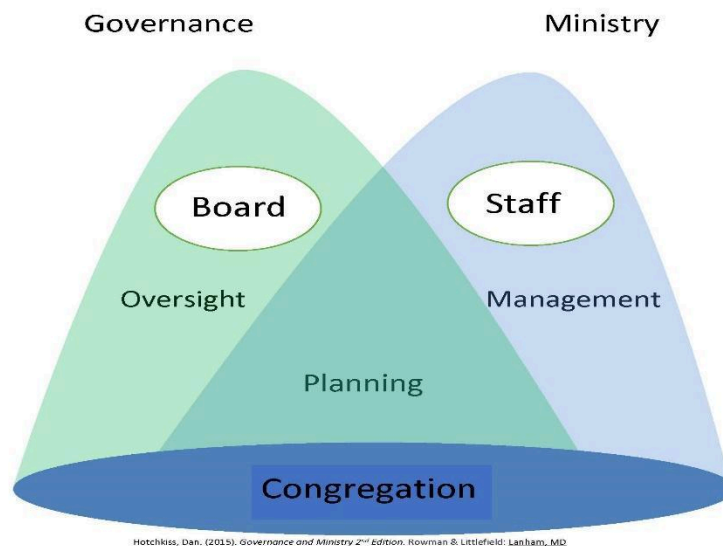
Board Held

Approved by the Board 2/12/2020

Approved by the Congregations 5/24/2020

Reviewed/Updated/Approved by Board 3/17/2021

In 2019, the Board began its transition to shared ministry as is explained in the book by Dan Hotchkiss, *Governance and Ministry, 2nd Edition*.



Hotchkiss's model integrates the roles of the congregation, the Board, and the Staff (led by the Minister). The responsibility for successful functioning of UUS is shared between the congregation, Minister and Staff and the Board. This model also makes a clear distinction between governance being the primary responsibility of the Board, and ministry being the primary responsibility of the Staff. Briefly, Hotchkiss tells us that governance is the process of holding and controlling human and material resources and making

sure they are used to serve its mission. Ministry is the rest of what the congregation does to carry out the mission and vision - the daily activity of building a community, managing resources, and transforming lives.

As a governing body, the Board has the primary responsibility of oversight, an important aspect of governance. Oversight involves articulating a mission, choosing major goals, delegating responsibility to those who do the daily work, and keeping the congregation's money, property, and people safe while assuring that the congregation lives in harmony with its own values.

The Minister and Staff are authorized by the Board, through policies, to lead the work of the ministry. The Minister and Staff have the primary responsibility for management, unencumbered by the need to receive permission or approval from the Board on a day-to-day basis.

Good policies free the Staff to do their work. The Minister and Staff shall coordinate the work of ministry teams who perform specific tasks and functions.

Planning is the process of envisioning the future of the congregation and is a shared activity of the Board, Staff, and congregation. Effective planning requires wide support of the Board, the Minister, and Staff, and the membership. Many organizations get so immersed in their governance and management responsibilities that planning for the future gets less attention than it needs. Ideally, applying a policy-based governance model will allow UUS to effectively plan, oversee, and manage its mission.

In 2019, UUS reorganized our governance and ministry to be more effective and allow those doing the work to be able to do so without having to bring all requests to the Board and then having the delay in waiting for the Board directive to the request.

1.0 Board Governance Responsibilities

1-1 Role of the Board

The Board holds the authority and responsibility for the congregation as an institution, as designated in the bylaws. Though composed of individuals, the Board must operate as a single entity in service of the mission of the congregation. In conducting its oversight obligation, the Board is responsible for monitoring reports provided by Staff and conducting scheduled evaluations of the progress of the Society makes in achieving its goals.

To maintain transparency, all Board meeting agendas and minutes will be made publically available on the Society's website. All other records, except those that are confidential, are available to the congregation by request to the Board Secretary.

Board Held

Adopted 10/21/20

Reviewed/Updated/Approved by Board 2/2024

1-2 Policies & Procedures

Clear and concise policies and procedures enable the Board of Trustees and their committees to focus on governance, while empowering and guiding the Minister, staff, and their ministry teams in leading the daily operations of the Society.

Policies are general statements of authority and direction that guide the Society in practicing shared ministry in service to its mission and vision. Policies must conform to UUS Bylaws. All policies are held by the Board unless ownership is otherwise delegated.

Procedures outline the processes and roles by which specific actions should be accomplished. Each procedure should be associated with a controlling policy to which it conforms, and the procedure must not supersede authorities, roles, or other provisions outlined in the controlling policy or in other policies. A procedure is typically held by the group or individual to which it applies, unless otherwise specified.

When disagreements or uncertainty arise regarding policies and procedures, the Board will resolve the issues, consulting the Minister or others, as needed. The guidelines specified in this section do not apply to the policies and procedures in the Personnel Manual, which are governed by policy 3.2.3 Personnel Manual.

*See Procedures

Board Held

Adopted 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

Reviewed/Updated/Approved by Board 3/20/2024

1-2.1 Development of Policies & Procedures

New policies may be developed by any group or individual in the Society. Input and review by all affected parties is expected, and all policies must be approved by the Board of Trustees. Policies developed by staff or ministry teams must first be approved by the Minister prior to consideration by the Board.

Procedures will typically be developed by the group or individual responsible for implementing the procedure. New procedures that apply to staff members or ministry teams must be approved by the Minister. Typically, procedures do not require Board approval, except in situations where they impact finances, staffing, Trustee roles, or other areas within the Board's oversight authority.

Board Held

Adopted 3/20/2024

1-2.2 Amendments to Policies & Procedures

The rules and authorities outlined under Development of Policies & Procedures also apply to amendments. But barring unusual circumstances, amendments should only be brought forward for consideration by the holders of the policy or procedure in question.

Board Held

Adopted 3/20/2024

1-2.3 Updates to this Policy Manual

The Board of Trustees is responsible for maintaining and publishing this policy manual. Published changes will be made by the Congregational Administrator except as otherwise delegated by the Board.

Board Held

1-3 Conflict Management Policy

Purpose: To provide a quick, effective, and consistently applied method for UUS members and friends to reach a resolution of issues or concerns within the congregation.

The Right Relations Committee, as part of its charge, functions as an internal conflict management team for the congregation.

When conflicts arise between and among UUS members, committees, the Minister and/or Board, individuals are encouraged to speak directly with the person, committee, Minister and/or Board with whom they have an issue. The individual takes ownership of the specific difficulty and efforts to reach a resolution. In keeping with our Principles and the UUS Covenant of Right Relations, the goal of the conversation is to take steps toward conflict resolution and reconciliation. If such a one-on-one conversation does not resolve the conflict, or if the person is hesitant to address the issue directly, then they are encouraged to ask assistance from the Minister or the Right Relations Committee.

It is assumed that people will not ordinarily speak to non-involved individuals without first attempting to address the issue directly with the party/parties with whom they have a concern. If an individual is speaking to others about the issue instead of following this policy, it is expected that the others will help make the conversation a rehearsal for speaking directly to the party/parties involved in the conflict, or as rehearsal for bringing the concern to the Minister and/or the Right Relations Committee.

*See Procedures

Board Held

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 02/2024

1-4 Policy on UUS Events

All UUS functions and meeting groups are to follow UUS policy, procedures, and guidelines whether meeting on the building grounds or off site. In addition, events that are for or include persons under age 18 shall follow UUS Child and Youth Safety Guidelines.

Board Held

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

1-5 Policy on Board Voting by Email

Because business requiring prompt action will sometimes arise between Board meetings, the President has the authority to conduct an email vote on matters that require a simple majority. To maintain a transparent decision making process, voting should only be conducted by email when absolutely necessary, and minutes will be recorded.

*See procedures

Board Held

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 02/2024

1-6 Policy on Responding to Emergency Situations

During times of natural disasters, war, or unforeseen emergency situations, the Board along with the Minister, is responsible for decision making for the Society including creating policies and procedures that protect the safety and wellbeing of its members and Staff.

Board Held

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

1-7 Board Work Products

In carrying out its responsibility for planning, the Board will collaborate with the Minister, Staff, and congregation to keep the mission and vision statements and the strategic plan current, reviewing them minimally every 5 years. As these products are revised, they must be adopted by the congregation.

Annually, the Board will produce and adopt.

1. Open Questions: An annual short list of questions about the Society's future. No more than 3 questions. This will serve as a basis of ongoing planning conversations for the Board, the Minister, and Staff, as well as the congregation.

2. Vision of Ministry: Based on the open questions, an annual vision of ministry is developed by the Board, Minister, and Staff consisting of a short list of top priority areas or goals where the Society will advance its work in the coming year.

3. Annual Review: Every year the Board and Minister will do an annual review.

Board Held

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

1.1 Board Officers and Trustees

The officers and trustees of the board shall perform their duties as outlined in the bylaws with additional duties as prescribed below. The Board of Trustees will consist of seven members elected for two-year terms. A member may serve a consecutive two-year term, if nominated and elected at the next congregational elections meeting following completion of their first term. An exception may arise when a member's term is extended for one year. Such exception requires approval by two-thirds of the congregation members voting at an elections meeting.

*See Bylaws

Board Held

Board Adopted 10/21/20

Reviewed/Updated/Approved by Board 2/2024

1.1-1 The Board President

The president facilitates Board meetings and works in partnership with the Minister to ensure productive partnership between the Board and Staff. In addition, they are responsible for:

- Preparing and publishing the agenda for Board meetings prior to the monthly meeting.
- Providing leadership for fulfilling current mission and vision of the Society.
- Signing important contracts and conveyances as determined by the Board.
- Being a spokesperson for the Society when necessary, as determined by the Board.
- Conducting all business meetings of the Society.
- Developing communications with the congregation as necessary on the Board's work.
- Other tasks as determined by the Board.

Board Held

Approved by the Board 10/21/20

Reviewed/Updated/Approved by Board 02/2024

1.1-2 The Vice President

The Vice President assists and substitutes for the president upon request. The vice president shall serve on, and chair committees as directed by the Board. The Vice President assumes the office of President in the second year of their two-year term.

Board Held

Approved by the Board 10/21/20

Reviewed/Updated/Approved by Board 02/2024

1.1-3 The Secretary

In cooperation with the staff and President, the Secretary is responsible for maintaining accurate and complete Society records. They will develop, publish, and file Board and congregational meeting minutes. They will also publish and file the text of new or revised bylaws, policies and procedures, while also recording the text in meeting minutes. The Secretary makes sure there is a record of any business outside the monthly meetings.

*See Procedures

Board Held

Approved by the Board 10/21/20

Reviewed/Updated/Approved by Board 02/2024

1.1-4 The Treasurer

The Treasurer shall serve as chair or co-chair of the Finance Committee. They will coordinate the development of the annual operating budget and will provide a monthly report on the Society's financial status to the Board. At Board meetings they will be a resource for financial matters and budget questions. The Treasurer is authorized to act on the Board's behalf on financial matters when action is required between regular meetings of the Board and may act in consultation with the Executive Committee when needed. If an Assistant Treasurer is appointed by the Board, the Treasurer will be responsible for preparing that person to assume the role of Treasurer.

Board Held

Approved by the Board 10/21/20

Reviewed/Updated/Approved by Board 02/2024

1.1-5 The Trustees At-Large

There will be (3) three Trustee At-Large positions. They support fulfillment of the Board's governance and oversight as prescribed by the Board. They may chair or co-chair a committee and perform other duties as prescribed by the Board.

Board Held

Approved by the Board 10/21/20

Reviewed/Updated/Approved by Board 02/2024

1.2 Expectations of Board Members

1.2-1 Prepare for and Attend Meetings

Monthly Board Meetings: The UUS Board of Trustees will hold monthly board meetings to discuss and act on matters of business, oversight, and governance. Meetings are open to members of the Society. The president will develop, publish, and facilitate the regular and consent agendas for the monthly Board meetings. Meeting minutes are taken by the Secretary and approved at the next business meeting.

In preparation for Board meetings, each Trustee must review all reports and materials that comprise the consent agenda, as well as any materials provided in support of items on the regular agenda. The consent agenda is designed to handle routine and/or non-controversial items quickly and efficiently. As such, Trustees should attempt to resolve any questions about consent agenda items prior to the meeting, but any Trustee may also request that a consent agenda item be moved to the regular agenda if they feel discussion is warranted on a particular item.

Other Meetings - In addition to monthly Board meetings there are other meetings that Board members are expected to attend including:

New Board Member Orientation - New Board members are expected to attend a Board orientation session in the beginning month of their term.

Board Retreat - Each year there will be two Board retreats for part of a day. Other staff may also attend part of that meeting at the Board and minister's discretion.

Closed Sessions - The UUS Board of Trustees desires as much of its business as possible to be conducted in an open and transparent manner. Member attendance at Board meetings is encouraged to promote an informed congregation. However, the Board recognizes that because of the sensitive nature of some limited number of subjects it may be necessary for the Board to meet in closed session without member participation. This is usually done at the end of the Board meeting.

The Board may meet in closed session only for the following purposes:

- Discussions relating to Staff and or the Minister, including evaluations and disciplinary procedures
- Legal or potential legal issues

- Contract matters
- Discussions designed to foster teamwork, trust, and communication that don't involve decision making
- Other matters which the Board believes require confidentiality to protect a member's privacy

Notice that a closed session will be held at an upcoming Board meeting shall be placed in the agenda and notice of that Board meeting. Only matters which have been scheduled and noticed for a Board closed session may be discussed in that closed session.

The Minister may attend all closed sessions of the Board except those that are called to evaluate or discuss matters related themselves. No other person(s) shall attend closed sessions except upon invitation of the Board. No minutes of discussions at closed sessions shall be taken.

The Secretary will typically take notes during a closed session, unless advised otherwise by the Board. All meetings in closed session will close with a determination as to whether the material discussed is confidential and needs to be kept confidential. The President or Secretary may wish to collect any written materials in order to maintain confidentiality. The Secretary shall maintain any closed session notes in a confidential manner, viewable by request of any current board member.

In order to maintain transparency, it is preferable to avoid making decisions during closed sessions, unless concerns about confidentiality or legal issues take precedence. Any decisions made by the Board in closed session should be recorded in the minutes. At their discretion, the President may upon the return to open session announce the nature of the discussion and any decisions made in closed session for the benefit of any visitors present.

Special Meetings – Other special meetings to conduct Board business may be called from time to time, and Board members should make every attempt to attend.

Congregational Meetings – The Board will hold at least 2 congregational business meetings per year as is outlined in the Bylaws.

Committee Meetings – Board members may serve on Board related committees.

Board Held

Approved by the Board 10/21/20

Reviewed/Updated/Approved by Board 5/15/2024

1.2-2 Board Covenant

Considering the Board's responsibility to "envision the future, create long-term goals and policies and ensure organizational performance", we covenant to the following:

1. As representatives of the congregation, we will approach our work with open minds, and we will cultivate a wide range of contacts and encourage the consideration of diverse views when developing policy decisions.
2. To cultivate an informed membership, we will promote transparency regarding Board goals, processes, and Society issues while seeking to maintain optimal communication among Board, Minister, Staff, and congregation.

3. Recognizing the importance of wholesome relationships for effective Board function, we will demonstrate ongoing interest and concern for one another through a process of check-in at the beginning of each meeting.
4. Giving the Board's work high priority in our schedules, we will provide relevant written documents in advance of meetings, review materials in advance, arrive on time, and commit to ongoing learning. If we are unable to attend a Board meeting, we will notify the Board President or member of the Executive Committee by phone prior to the meeting.
5. Using dialogue and creative interchange, we agree to seek common ground in making democratic decisions in the best interests of the Unitarian Universalist Society and in support of its mission and goals.
6. Once a decision has been made, as Board members we will support the Board's decision, and the implementation of the decision, and avoid undermining speech or actions.
7. Using positive communication skills, we will listen and speak to one another with respect and with the assumption of good faith. When encountering destructive communication patterns among ourselves or within the congregation, we will model and strongly encourage constructive alternatives.
8. Recognizing our ownership for Board process, we will acknowledge requests for a process check when one of us is uncomfortable with the ongoing discussion or proceedings. The Board uses a designated process observer/timekeeper for each Board meeting. That responsibility rotates and does not include the president and the Secretary.
9. We will observe confidentiality meeting in closed session.
10. E-mail will be used with care and respect, especially regarding personnel matters.

Board Held

Approved 7/2017

Reviewed 9/2019

Reviewed/Updated 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

Reviewed/Updated/Approved by Board 6/19/2024

1.2-3 Conflict of Interest Policy

Purpose

The purpose of the Conflict-of-Interest Policy is to protect the Unitarian Universalist Society's interest in situations when a governing member's loyalties may be divided between UUS and other interests. This policy is intended to supplement, but not replace any applicable state and federal laws governing conflict of interest applicable to non-profit and religious organizations.

Policy

All governing members of the Unitarian Universalist Society shall carry out their duties keeping the best interest of UUS in mind.

Definition

A governing member is an Officer or Trustee of the UUS Board of Trustees, or any member of a committee with Board-delegated governing powers such as the Endowment Committee, Leadership Development Committee, and the Finance Committee.

A conflict of interest exists whenever a governing member of UUS has interests or duties that may hinder or appear to hinder their ability to act with undivided loyalty to UUS and its mission. A conflict of interest arises when a governing member:

- I. Stands to gain or lose financially because of an action of UUS in which they have a decision-making role.
- II. Cannot set aside their personal preferences as an individual consumer of UUS' services to act on behalf of the whole Society and its mission.
- III. Has a close relationship with someone who has a conflict of interest as defined above. A close relation includes any person, corporation, nonprofit, or other entity with which the governing member has a pre-existing personal, family, or business relationship.
- IV. Faces any other situation that impairs, or reasonably appears to impair, their independence of judgment.

*See Procedures

Board Held

Reviewed/Updated 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

1.2-4 Discipline and Removal of Board Members

The Board recognizes that there are some instances in which a Board member may need to be removed. In exercising its power under the bylaws to remove an officer or Board member, the Board will follow procedures as they are outlined in the procedure section.

*See bylaws.

*See Procedures

Board Held

Approved by the Board 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

1.3 Board Committees, Task Forces, Teams, and Interest Groups Policy

The Board has the authority to create or dissolve committees. Committees exist to help the Board govern. Committees will develop their own charge. They can create policy proposals but must submit these proposals to the Board for final approval. All committees will keep minutes/notes which Board members can review in advance of monthly Board meetings. The Board shall appoint its members and lay members to Board committees for specific terms of service. Nominees of lay members to serve on Board committees may be presented by the chair(s) of a committee or the Executive Committee or the President of the Board.

In addition to committees, the Board and Ministry may develop ad-hoc or specialized committees and task forces to assist the congregation in carrying out its mission and achieving its vision. Creation of such committees and teams shall be approved by the Board of Trustees and Ministry for either a specified period of time, or for completion of a specified purpose, and will end when that time or purpose is completed.

These specialized committees and task forces must also keep minutes/notes. Committee minutes should be submitted to the Board President to be made available to the Board prior to monthly Board meetings. Ministry appointed special teams or task forces should submit their minutes to the Minister or designated

Staff person.

The Minister may create and dissolve Teams to assist Ministry with their work. The Minister and Staff will determine how these Teams function, if they need to keep minutes, to whom they report to and how they evaluate their effectiveness.

Interest and affinity groups which arise from members interests and may form with the permission of the Minister as long as their purpose, values and practices are in accordance with the Seven Unitarian Universalist principles and the mission and vision of UUS. The Minister is responsible for how they will form their guidelines, policies, and procedures.

The Minister is ex- officio member of all committees and may or may not attend meetings.

*See Procedures

Board Held

Approved by the Board 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021, Revised 10/20/21

1.3-1 The Executive Committee

The Executive Committee is comprised of the officers of the Society. It shall exercise the functions outlined in the Bylaws. It may provide other functions as requested from the Board.

Board Held

Approved by the Board 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

1.3-2 The Leadership Development Committee

The Leadership Development Committee shall be elected and carry out their duties as is defined in the bylaws.

Board Held

Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

1.3-3 The Endowment Committee

The Endowment Committee is responsible for the administration of the Endowment Fund as authorized by the Society's bylaws. It is elected by the congregation. The Endowment Committee shall have the following powers and duties:

Contributions

The Committee shall be responsible for soliciting gifts to the Endowment Fund and for making members and friends aware of its nature and purpose.

Investment

The Committee is authorized to invest the funds under its management consistent with the principles, purposes, and policy statements of the Society. The Committee may retain an investment counselor for this purpose subject to approval by the Board. The investment of endowment funds shall have the goals of

1. Security of principal.
2. Reasonable liquidity
3. Social responsibility
4. Optimal returns

Oversight

The Committee shall be responsible for monitoring transfers to and from the Endowment Fund. Any proposal or action which in the opinion of the Committee is not in conformance with Endowment Fund policy shall be brought to the attention of the Board.

Chalice Society Administration

The Committee shall administer the Chalice Society, comprising members and friends who have made deferred gifts to the Society. With their consent the Committee shall also recognize such members and friends and thereby encourage deferred giving to the Endowment Fund.

New Endowment Fund Creation

The Society empowers the Committee to create additional endowment funds according to the wishes of the donors. Such gifts and bequests shall be submitted to the Board for approval and must be in harmony with the principles and mission of the Society. New endowment funds should not be established by drawing on existing endowment funds.

Board Held

Approved by the Board 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

1.3-4 Finance Committee

Monitors the overall fiscal status of the congregation, provides regular reports to the Board, creates the budget for each fiscal year to be approved by the Board and congregation, develops, and maintains policies and procedures for financial management with final approval from the Board, and delivers a finance report at congregational meetings as directed by the Board.

The Finance Trustee is the chairperson. Committee members include the Board Treasurer, a representative from the Endowment Committee, a representative from the Stewardship Team, and the Office Administrator. The committee meets at least once a month.

Board Held

Approved by the Board 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

1.3-5 Personnel Committee

Advises/assists the Minister and Board in maintaining up-to-date policies related to human resource management. This includes policies related to processes for performance feedback, administrative practices, grievance process, benefits, leave and sabbatical time off, professional misconduct, professional development, equal employment opportunity, and ensuring these policies comply with applicable

employment laws. The Minister, in their role as head of staff, may also ask the committee to assist in human resources matters, such as hiring, job descriptions, and personnel management. The committee has no staff management authority and does not take part in supervision or personnel decision-making, except in interim or advisory capacities as requested by the minister. The committee has a minimum of 3 members, including the Vice President or other trustee who may serve as co-chair. They meet a minimum of quarterly.

Board Held

Approved by the Board 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021, Revised 10/20/21

Reviewed/Updated/Approved by Board 7/17/2024

1.3-6 Governance Committee

Assists the Board of Trustees in maintaining the Shared Ministry policy manual by:

- Reviewing proposed changes to bylaws, policies, and procedures prior to approval to maintain consistency and avoid conflicting language
- Coordinating a review of all bylaws, policies, and procedures at least every three years in order to keep the Shared Ministry manual current
- Assisting the congregation in developing policies and procedures, if requested and as time allows

The committee should have a minimum of three members and meet at least quarterly.

Board Held

Approved by the Board 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021, Revised 10/20/21

Reviewed/Updated/Approved by Board 3/20/2024

1.3-7 Mission and Vision Review Committee

Assists the Board in evaluating and enhancing the Society's effectiveness in carrying out its mission and vision. There are many ways that they may engage in this responsibility, from using formal congregational assessment tools, to encouraging the use of self-evaluation tools, to taking an intentional look at a few areas of ministry each year. The committee may also assist the Board in other tasks related to mission and vision, such as coordinating congregational processes to redevelop the Society's mission and vision on a periodic basis. The committee has a minimum of 3 people, and they meet at least quarterly.

Board Held

Approved by the Board 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

Reviewed/Updated/Approved by Board 7/17/2024

2.0 Delegation to the Staff

2-1 Delegation of Administrative Authority

Except as limited by the Society's bylaws and other policies, the Board of Trustees delegates to the Minister the authority to manage and administer the resources and operations of the Society. The Minister's authority includes, but is not limited to, the following:

- Managing staff, ministry teams, and other human resources
- Administering day-to-day operations and programming
- Developing administrative and programmatic policies
- Allocating church resources as limited by policies and approved budgets
- Serving as an ex-officio member of the Board and all committees and teams, at the Minister's discretion

All Staff members are accountable to the Minister. The Minister is accountable to the Board.

Board Held

Approved 10/21/20

Reviewed/Updated/Approved by Board 3/20/2024

2-2 Senior Staff Team

The Senior Staff Team comprises personnel who report directly to the Minister, and they assist the Minister in managing the operations and programming of the Society. The Board expects the Senior Staff Team, individually and jointly to:

- Lead and unify non-senior staff and volunteers in fulfilling the Society's mission and goals.
- Abide by the provisions in this policy manual, as well as all applicable laws and regulations.
- Uphold a high standard of ethical and professional conduct.
- Accomplish the goals contained in the vision of ministry by developing annual goals for its work as a team.
- Develop policies and procedures that pertain to ministry.
- Provide monthly reports of ongoing activity of the ministry to the Board.

Board Held

Approved 10/21/20

Reviewed/Updated/Approved by Board 3/20/2024

3.0 Guidance and Limitations

3.1 Personnel Decisions

The Board expects the Minister to take to lead in the selection, hiring, supervision, and discharge of all paid Staff.

Board Held

Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

3.1-1 Hiring Senior Staff

Before filling senior Staff positions, the Minister will consult with the Board, and appoint a Search Committee. After receiving the Search Committee's recommendation, the Minister will consult with the Board and present their final candidate. The Minister is expected to keep the Board updated on the Search Process.

Board Held
Board Approved 10/21/20
Reviewed/Updated/Approved by Board 3/17/2021

3.1-2 Hiring Non-senior Staff

Before filling non-senior Staff positions, the direct supervisor of the vacant position should consult with lay leaders, other Staff, and must consult with the Minister before extending a job offer. The Minister has final decision-making authority.

Board Held
Board Approved 10/21/20
Reviewed/Updated/Approved by Board 3/17/2021

3.1-3 New Positions

New positions are normally created through the budget process. The Minister may create and fill temporary positions if they can be funded within established budgetary limits.

Board Held
Board Approved 10/21/20
Reviewed/Updated/Approved by Board 3/17/2021

3.1-4 Employment At-Will

All paid Staff are employees at will, unless the Board approves the terms of a contract that states otherwise.

Board Held
Board Approved 10/21/20
Reviewed/Updated/Approved by Board 3/17/2021

3.1-5 Discipline and Termination

Prior to discharging a paid Staff member, the Minister must ensure that the decision complies with applicable laws, Board policies, contracts, and the personnel Manual. The Minister, after consultation with the Executive Committee of the Board, may terminate a senior employee's employment. A supervisor, in consultation with the Minister, may terminate non-senior Staff (part-time and temporary/casual employees). The Minister must promptly notify the Board when an employee has been terminated.

Board Held
Board Approved 10/21/20
Reviewed/Updated/Approved by Board 3/17/2021

3.2 Care for Paid Staff

The Society intends to be a fair, ethical, and attractive employer; to achieve high Staff morale and productivity; and to protect members of the Staff from all forms of injustice and abuse related to their employment.

Board Held

Board Approved 10/21/20
Reviewed/Updated/Approved by Board 3/17/2021

3.2-1 Supervision

Each employee will be assigned an immediate supervisor.

Board Held
Board Approved 10/21/20
Reviewed/Updated/Approved by Board 3/17/2021

3.2-2 Compensation and Benefits

The Personnel Committee, in coordination with the minister in their role as head of staff, will review compensation for all paid Staff and recommend any adjustments to the Finance Committee as part of the annual budget process. The Minister will initiate the salary recommendation process. The Personnel Committee will also work with the minister to monitor and assess all employee benefits programs, communicating any recommended adjustments to the Finance Committee in observance of any plan deadlines or enrollment periods. The Personnel Committee shall use guidance and comparable numbers from the UUA and other sources as a basis for maintaining fair and equitable compensation and benefits programs.

*See Procedure
Board Held
Board Approved 10/21/20
Reviewed/Updated/Approved by Board 1/17/2024

3.2-3 Personnel Manual

The Board of Trustees and the Minister jointly maintain a Personnel Manual, available online for review by members, in order to provide clear, professional, and transparent standards for all aspects of employment and human resources at the Society. The Minister and Personnel Committee are responsible for reviewing the manual on a periodic basis and developing updates that are guided by UUA recommendations, industry best practices, and the Society's mission and vision. The Board of Trustees retains approval authority for all updates and may also initiate ideas for consideration.

The Personnel Manual should outline the Society's salary and benefits programs, as well as provide guidance and support to staff in addressing workplace concerns, including:

- Discrimination
- Harassment & sexual harassment
- Workplace grievances
- Whistleblower protection
- Accommodation for disabilities

Board Held
Board Approved 10/21/20
Reviewed/Updated/Approved by Board 3/20/2024

4.0 Care of Members and Guests

See Bylaws Regarding Membership

*See Procedures

The Minister, Staff and Board must take all reasonable care to prevent harm to members, guests, program participants, and other people directly affected by the Society. In doing so, the Board and Ministerial Staff may appoint committees, teams, or task forces to address specific concerns regarding congregational well-being.

Board Held

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

4-1 Health and Safety

The Minister and Staff must ensure that all Society programs are safe for participants and Staff; that facilities are maintained in a safe, sanitary, and secure condition; that required licenses and inspections are kept up to date; and those hazards are corrected promptly.

Board Held

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

4-2 Childcare Request Policy

The Unitarian Universalist Society (UUS) is a community that thrives on the participation of its members in all age groups and family situations. Therefore, UUS provides childcare to enable parent(s)/guardian(s) with young children to fully participate in activities.

*See Procedures

Ministry Held

Approved by Board 10/9/2014

Reviewed/Updated/Approved by Board 3/17/2021

4-3 Safe Congregations Policy for Children and Youth

As Unitarian Universalists, our commitments to the inherent worth and dignity of every person and to justice and compassion compels us to create for our children and youth a safe environment which protects their physical, mental, and emotional well-being and promotes their spiritual growth.

These policies are directed at those working with our children and youth. However, all members of the Unitarian Universalist Society (UUS) carry a responsibility to provide a safe and caring community in which our children and youth are respected, their self-worth is affirmed, and in which spiritual, social, and intellectual growth is encouraged.

The UUS reserves the right to evaluate circumstances on a case-by-case basis. The UUS may enforce more restrictive standards than stated in these policies and procedures if they are in the best interest of our children's and youths' safety and comply with local, state, and federal laws and guidelines.

We will achieve these goals by the following processes, which are further developed in the Safe Congregations procedures:

- Selecting and screening all Society Staff and volunteers who work with children or youth.
- Supervising our children and youth and those who work with them.
- Providing a specific process by which allegations of abuse are reported and investigated.
- Requiring those at risk of incident or accusation to refrain from contact with children or youth.

Definitions:

1. *Paid Staff*: Any Minister or employee who is paid by UUS.
2. *Child*: Anyone aged from infancy to under 12 years.
3. *Youth*: Anyone aged from 12 to under 18 years.
4. *Adult*: Any person who has reached his/her 18th birthday or as defined by state law.
5. *Volunteer*: Any unpaid person engaged in or involved in activities and who is entrusted with the care and supervision of children and youth, or a person who directly oversees and/or exerts control or oversight over minors or adults.
6. *Sexual Abuse*: The employment, use, persuasion, inducement, enticement, or coercion of any minor or adult to engage in, or assist any other person to engage in, any sexually explicit conduct or any simulation of such conduct for the purpose of producing any visual depiction of such conduct or rape and in cases of caretaker or inter-familial relationships, statutory rape, molestation, prostitution, or other forms of sexual exploitation of a minor (child or youth) or adult, or incest with a minor (child or youth) or adult, or as defined by federal and state law. This includes and is not limited to unwelcome sexual remarks, jokes, advances, leering, whistling, or sexual gestures; sexual touching, fondling, molestation, assault, or other intimate physical contacts; compelling another person to engage in a sexual act by threats or fear or undue influence; and providing or displaying pornographic materials to another person.
7. *Emotional Abuse*: Verbal or nonverbal conduct including mental exploitation, degrading communication, or humiliating or threatening conduct that may or may not include bullying or as defined by state law.
8. *Abuse*: the non-accidental injury, exploitation, neglectful treatment, or the maltreatment of a child (from birth to 18 years) by any person under circumstances that show that the child's health, welfare, or safety are harmed.

*See Procedures

Ministry Held

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

4-4 Smoking

UUS is a smoke-free workplace. Smoking and vaping are not allowed anywhere inside the UUS facilities, or on UUS grounds, except for within 20 feet of the designated smoking area, which is located by the bike racks on the north side of the parking lot.

Board Held

Approved 10/20/20

Reviewed/Updated/Approved by Board 3/17/2021

4-5 Alcohol and Illegal Drugs Policy

UUS maintains a drug-free workplace, recognizes that responsible consumption of alcohol might be acceptable at occasional functions and will do so in a safe and responsible manner adhering to state and local laws and Board Policies.

*See procedures.

Board Held

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

4-6 Emergency Planning

The Minister and Staff must create and maintain a written plan for responding reasonably to foreseeable emergencies, including accident, illness, fire, toxic conditions, weather problems, threatening communications, power outages, and natural disasters. Additional policies may be developed by the Minister, Staff, or Board.

Board Held

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

4-7 Inclement Weather Policy for UUS

There are times when the Society office may be closed, or it may be necessary to cancel services due to inclement weather. When the weather is predicted to be inclement making travel difficult and dangerous, the Minister will make the decision as soon as reasonable about whether to cancel Sunday services or close the Society office.

Ministry Held

Board Approved 9/8/2016

Reviewed/Updated/Approved by Board 3/17/2021

4-8 Child Protection

Because of the Society's responsibility for children and youth in its care, the Staff must write and maintain clear procedures for the selection, training, and supervision of anyone who works with persons aged eighteen and younger adhering to state and UUS Child and Youth Safety Guidelines.

*See Administrator for specific policy and procedures.

Ministry Held

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

4-9 Disruptive Behavior

In order to sustain an atmosphere that is truly open to a wide variety of individuals, the Society must firmly and promptly address behavior that threatens the physical or emotional safety of any adult or child or chills the free exchange of opinions and beliefs. When such behavior occurs, the Minister must take immediate

action if required and report promptly to the Board, recommendations any further disciplinary action, which may include termination of Society membership.

*See Administrator for specific policy and procedures.

Ministry Held

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

4-10 Harassment

Employees, volunteers, and agents of the Society are specifically prohibited from acts of harassment, including sexual harassment against any member or participant in Society activities or any employee or applicant for employment.

Board Held

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

4-11 Firearms

The Society prohibits anyone other than on-duty law enforcement officials or off-duty law enforcement officials hired by the Society from carrying a firearm on Society property.

Board Held

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

4-12 Building Security

The Staff must ensure that access to Society building is limited to those who have legitimate business there.

Board Held

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

4-13 Universal Access

The Society intends to make its premises and activities safely and conveniently accessible to person with disabilities. The Minister and Staff must ensure that Society facilities, programs, and policies meet or exceed all applicable legal requirements and that the Society engage in continual learning improvements in this area.

Board Held

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

4-14 Memorial Garden Interment

The UUS Memorial Garden is a religious non-perpetual care cemetery for interment of human cremains. Interment is limited to UUS members and friends (friend is defined here as one who attends, contributes financially, and volunteers to further the work of the UUS mission and vision), past members and friends, an acknowledged spouse or partner, and minor child of a member or friend. Internment of individuals beyond this list may be allowed in special circumstances if approved by the Board of Trustees.

Prior to any interment (burial or scattering) an application provided by UUS must be received and approved accompanied by a signed release for the individual's relatives (as defined in Code of Iowa 523I.102:41) relinquishing all rights to interment, relocation, or disinterment of the decedent's remains. Only human cremains may be interred in the Garden, though other space on UUS grounds may be provided for animal cremains. UUS is the sole service provider for any interment and retains all discretion as to use of the Garden and UUS grounds. There is no direct cost for interment, however a voluntary contribution to the UUS Memorial Fund is encouraged to maintain the function and integrity of the Garden. UUS will maintain a permanent Memorialization Record for each interment.

In the event that UUS should relocate, a representation of soil from the Garden will be moved to its new location, but the Garden will not be moved in its entirety. The Board of Trustees has final authority regarding use and management of the Memorial Garden and interments.

The memorial fund also provides expenses to recognize deceased UUS members and friends (see above definition) when donations are made to the fund in their honor. The memorial garden team will maintain a plaque at UUS with the names of these individuals.

See Procedures 4-14, Memorial Garden

Board Held

Approved by the Board 10/20/2021

Updated/Approved by Board 6/15/2022

Updated/Approved by Board 6/19/2024

4-15 Congregational Meetings

Meetings of UUS members called by the Board Secretary at direction of the Board President will provide notice to the members at least ten (10) days prior to the meeting date by announcement in the monthly and the weekly Voice. In the event that the meeting is to be conducted both in-person and by electronic means (multi-platform), the notice shall include the login address to be used to participate and the login time. UUS is only responsible for providing the direct electronic feed to a virtual service provider. Each member who chooses to participate electronically is responsible for that member's means of accessing the electronic feed. No action taken at a multi-platform meeting shall be invalidated on the grounds that the loss of, or poor quality of, a member's individual connection prevented participation in the meeting.

Quorum

Establishment of the required quorum for an in-person meeting will be established by the Secretary using the number of registered participants and any absentee ballots submitted prior to the meeting.

Establishment of a quorum for a multi-platform meeting will be established by the Secretary using the number of participants present in-person and on-line and any absentee ballots submitted prior to the meeting. On-line participants will be required to log-in to the multi-platform meeting separately from any

other service or meeting prior to the congregational meeting being called to order. Non-members can view the meeting recording on-line after the meeting.

Assignment of the Floor

A member who seeks recognition by the chair shall rise if in-person or make the request using the dialogue function of the electronic multi-platform meeting. The chair shall have the discretion to recognize the order of speakers in any order the chair so chooses. A member who intends to make a motion or request that under the rules may interrupt a speaker shall rise if in-person or use the dialogue function of the electronic meeting to be recognized and shall thereafter wait a reasonable time for the chair's instructions before attempting to interrupt the speaker by voice. No person may speak on any motion for more than two minutes, and not more than once, so long as there are others who have not spoken who desire the floor, except that persons having special information may, with the permission of the chair, reply to questions.

Video Display

During a multi-platform meeting, the chair, the Secretary, or their assistants shall cause a video of the chair to be displayed throughout the meeting, and shall cause display of the video of the member currently recognized to speak or report.

Motions

Motions known to the Chair prior to the posting of the meeting notice shall be included in the meeting notice. Members who know in advance they intend to make a motion or amendment to the published agenda shall submit that in writing prior to the meeting to the Secretary. During a multi-platform meeting, a member intending to make a main motion or offer an amendment from the floor shall before or after being recognized, post the motion to the online area designated by the Secretary for this purpose, preceded by the member's name, or submit the written motion in-person. The Secretary or any assistants appointed for this purpose shall cause the text of all motions or other pending questions to be displayed prior to a vote being conducted.

Voting

Votes shall be taken by members rising in favor or opposition, if the meeting is only held in-person. Voting on motions or amendments submitted in writing prior to the meeting or offered from the floor during a meeting shall be decided by a polling of in-person and on-line participants to determine a majority in favor or opposed. Final voting for a multi-platform meeting shall be conducted by the anonymous voting feature of the Internet meeting service designated by the Board of Trustees. Ballots sent via USPS are considered absentee ballots. A member may abstain from voting on a specific motion or election of an officer, but such abstentions do not count as a yes or no vote and do not influence the outcome of a vote in any manner. A "majority" is more than half of the votes cast by persons entitled to vote, excluding blanks and abstentions, unless the UUS Bylaw's require more than half of the votes cast for a specific circumstance.

Parliamentarian

The chair of a meeting may appoint a person to act as parliamentarian for that meeting. The role of the parliamentarian is to offer advice to the chair and answer questions regarding *Robert's Rules of Order* and application of UUS policies and procedures when a point of order is raised by a member. The chair may

choose to accept the opinion of the parliamentarian or submit the question to the assembly for a vote in support or in opposition to the parliamentarian's ruling.

Board Held

Approved by the Board April 20th, 2022

5.0 Care for Material Resources

All Staff and the Board must take all reasonable care to prevent harm to the Society's financial assets, property, credit, and tax exemptions, and develop administrative practices and procedures designed to prevent such harm. The Board is ultimately responsible for all financial activities of the Society.

Board Held

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

5-1 Endowment

The Society shall maintain the Endowment Fund, held, and managed separately from all other funds, as a repository for gifts and bequests.

1. Restricted I - General Funds

The General Endowment Fund provides the Society with a source of funds for operating expenses, emergencies, and major capital improvements.

2. Restricted II - Donor Named and Special Purpose Funds

Two of these funds are administered by the national UU and monitored by the Endowment Committee. The remainder are administered by the Committee.

3. The Endowment Committee shall provide a quarterly report to the Board of Trustees and the congregation that identifies the current amounts in the General Fund (corpus and earnings) and in all Restricted Donor Named and Special-Purpose Funds.

4. The Endowment Committee shall keep minutes/notes of each Committee meeting and provide those to the Board of Trustees following each Endowment Committee meeting."

Board Held through the Endowment Committee

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021,

Reviewed/Updated/Approved by the Board November 17, 2021

5-1.1 Endowment Administration

The Endowment Fund shall be administered by the Endowment Committee as authorized in the Society's bylaws. The overarching responsibility of the Committee is to manage the Endowment Fund to continue its existence in perpetuity.

The Committee is specifically charged with protecting and preserving the Corpus of the Endowment Fundⁱⁱ, as explained in the Endowment Fund procedures document.

The Endowment Committee shall have the following powers and duties:

Contributions

The Committee shall be responsible for soliciting gifts to the General Endowment Fund and for making members and friends aware of its nature and purpose.

Investment

The Committee is authorized to invest the funds under its management consistent with the principles, purposes, and policy statements of the Society. The committee may retain an investment counselor for this purpose subject to approval by the Board. The investment of endowment funds shall have the goals of:

1. Security of principal
2. Reasonable liquidity
3. Social responsibility
4. Optimal returns

Oversight

The Committee shall be responsible for monitoring transfers to and from the Endowment Fund. Any proposal or action which in the opinion of the Committee is not in conformance with Endowment Fund policy shall be brought to the attention of the Board.

Chalice Society

The Committee shall administer the Chalice Society, comprising members and friends who have announced their intention to make deferred gifts to the Society. With their consent the Committee shall also recognize such members and friends and thereby encourage deferred giving to the Endowment Fund.

New Endowment Funds

The Society empowers the Committee to create additional Restricted II endowment funds according to the wishes of the donors. Such gifts and bequests shall be submitted to the Board for approval and must be in harmony with the principles and mission of the Society. New Restricted II endowment funds should not be established by drawing on existing endowment funds.

Board Held through the Endowment Committee

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

5-1.2 Endowment Spending Authorization

Money within the General Endowment Fund may be spent following the guidelines described below.

Administrative Expense

The Society empowers the Committee to spend a portion of the Endowment Fund to meet reasonable administrative expenses, not to exceed 0.75 percent in any year.

General Endowment Fund

1. Annual Spending Allocation (ASA) - For each fiscal yearⁱⁱⁱ, the Committee shall determine how much of the General Endowment Fund can be spent for any of the purposes cited in Section 1 and how much must be retained. The ASA shall be in a range from two percent (2%) to five percent (5%) of

the total balance in the General Endowment fund (as of December 31) with a target or expected figure of three percent (3%).

The proposed ASA shall be reported by the Committee to the Board within the first two months of the fiscal year. Before the end of the fourth month of the fiscal year, the Board shall announce how much of this allocation it plans to spend during the year and how much can be reinvested. If no such announcement is forthcoming, then the entire sum shall be retained for reinvestment.

The Committee shall evaluate the ASA rule annually to appraise its sustainability.

2. Supplementary spending. After deductions for 1) administrative expenses, 2) the Fund Corpus, and
3. the annual spending allocation, any amount of the remaining balance in the General Endowment Fund may be spent, *with the following stipulations*:
 - a. All eligible UUS members are given the opportunity to vote, by absentee ballot if necessary.
 - b. Passage of the measure requires a simple majority of eligible members, vote to be determined and announced at a special meeting of the congregation, with a quorum present.
 - c. No amount of the General Endowment Fund corpus shall be spent or permanently distributed except in the event of an actual or impending dissolution of the Society.

Board Held through the Endowment Committee

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

5-1.3 Endowment Lending Authorization

General Endowment Fund

Any amount of the General Endowment Fund including the Fund Corpus may be lent to support the Society subject to the following conditions:

1. The loan must have a specific repayment schedule and an interest rate not less than the average annual rise in the US BLS Consumer Price Index over the preceding 20 years.
2. Any loans from the General Endowment Fund are subject to the following stipulations:
 - a. All eligible members are given the opportunity to vote, by absentee ballot if necessary.
 - b. If the loan results in withdrawal of funds from the corpus, passage of the measure requires a 2/3 majority of eligible members in a vote to be announced at a special meeting of the congregation with a quorum present.
 - c. If the loan does not result in withdrawal of funds from the corpus, passage of the measure requires a simple majority of eligible members, vote to be determined and announced at a special meeting of the congregation with a quorum present.
3. After approval by the congregation the loan agreement shall be executed in writing and signed by the Society president. Copies of the agreement shall be made part of the permanent records of the Society.

Endnotes:

1. A memorandum to the Board from the Endowment Committee dated June 8, 2015, contains the following resolution respecting the General Endowment Fund: *Any spending from the Fund shall be limited to earnings above that needed to maintain the Corpus.*

2. The Corpus is defined as the aggregate market value of all gifts and bequests to the Fund adjusted for changes in the cost of living.
3. The UUS fiscal year is January 1 to December 31.

Board Held through the Endowment Committee

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

5-2 Cash and Designated Checks from the Sunday Offering

UUS donates all its cash contributions to outside agencies. This is coordinated by the Social Justice Coordinating Team.

*See Procedure

Board Held through the Finance Committee

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

5-3 Accounting and Financial Policies

5-3.1 Fundraising/Sponsorship

Fundraisers are an important part of active congregational life, providing funds for the Society as well as for approved charitable causes. Sometimes outside groups will approach UUS or one of our groups to sponsor an event. All fundraising/sponsorship activities must be reviewed by the Finance Committee who will send their recommendations to the Executive Committee. The Executive Committee will either approve it or take it to the Board for further discussion. The beneficiary of the fundraising event must align with the mission and vision of UUS and the principles of the UUA. The event must be consistent with our not-for-profit status. The Finance Committee will oversee procedures to govern the fundraising process.

Board Held

Reviewed/Updated by Finance Committee 3/21

Approved by the Board 4/21/21

5-3.2 Gift Acceptance

UUS encourages the solicitation and acceptance of gifts to fund its activities and fulfill its mission. All types of gifts may be accepted by UUS at the absolute discretion of the Board of Trustees. Recognition of gifts will not include naming space, art, or programs. The Finance Committee will oversee procedures to govern the process of accepting and acknowledging all types of gifts.

Board Held

Reviewed/Updated by Finance Committee 3/21

Approved by the Board 4/21/21

5-3.3 Spending Authority and Responsibility

The Board delegates spending authority to the Minister, Staff, and team chairs for the financial management of the budget lines allocated to their areas. They are accountable to all Board approved policies and procedures managed by the Finance Committee. They must manage expenses within the

parameters of the overall budget amount. Spending in excess must be reviewed by the Finance Committee who will bring it to the Board for final approval.

Board of Trustees

The Board of Trustees is ultimately responsible for the financial management of all activities of UUS. The Treasurer is authorized to act on the Board's behalf on financial matters when action is required between regular meetings of the Board. The Board of Trustees maintains the following authority and responsibilities:

- To approve any use of Board designated funds.
- To review financial reports at each Board meeting.
- To ensure that training is provided to all those involved in any aspects of the Financial Policy to enable all parties to fulfill their financial oversight role.

The Finance Committee

The Finance Committee is responsible for monitoring the overall fiscal health of the congregation. Working with the Stewardship Team and Endowment Committee, the Finance Committee will monitor the financial needs of UUS and determine when deviations from existing funding policies need to be recommended to the Board. The Finance Committee, through the Treasurer, will regularly report to the Board of Trustees on the fiscal health of the congregation. At the direction of the Board, the Finance Committee will give a report at congregational meetings as to the financial health of the congregation. The Finance Committee is accountable to all decisions of the congregation at the congregational meeting, and to all Board policies and direction from the Board.

The Board of Trustees delegates the following authority and responsibility to the Finance Committee (See Finance Committee Procedures):

- To develop and maintain procedures for congregational bookkeeping that set appropriate financial controls.
- To develop and maintain procedures for all fundraising efforts within the congregation.
- To create an annual budget for each fiscal year for approval by the Board and congregation.
- To review all over-budget and off-budget expenditure proposals and provide guidance to the Board of Trustees as to the feasibility of said expenditures. The Finance Committee has the authority to decide what account, fund, or line-item such expenditures are drawn from.
- To ensure that the financial accounts of the congregation are balanced and well-maintained.
- To limit vendor credit accounts to prudent and necessary levels. The Finance Committee shall make no contractual commitment for bank loans, corporate credit cards, or for real estate leases or purchases without specific approval of the Board.

Endowment Committee

The Board of Trustees delegates the authority and responsibility to the Endowment Committee to develop and maintain policies procedures for managing our Endowments, including gifts and disbursements. (See Endowment Committee Policy & Procedures).

Congregational Administrator

The Congregational Administrator is responsible for the day-to-day financial management of the organization, including coordinating with administrative Staff and vendors to ensure financial controls are

met. The Congregational Administrator is accountable to all policies and procedures in the Board policy handbook. The Administrator will designate an individual or individuals responsible to oversee the day-to-day financial responsibilities when the Administrator is unavailable short or long term and has a written procedure approved by the Finance Committee.

The Board of Trustees delegates the following authority and responsibility to the Congregational Administrator:

- To pay bills, receive funds, and maintain bank accounts.
- To account for donor restricted and Board designated funds separately from general operating funds, and clearly apply the restrictions applicable to these funds.
- To file required reports in a timely manner, including reports on the financial results of UUS operations according to the schedule established by the Finance Committee.
- To sign checks up to \$2,000. Checks for amounts greater than \$2,000 shall require the additional signature of the Treasurer, Finance Trustee, or Board President.
- To sign contracts on behalf of the congregation. New long-term contracts must be reviewed by the team or committee with oversight of the affected budget line and sent to the Board for approval and to the Finance Committee for documentation. Renewal contracts for services or vendors previously approved by the Board of Trustees, or for short-term services within the scope of a team or committee's authority and budget may be signed without official Board approval.

Stewardship Team

The Stewardship Team is responsible for overseeing the annual stewardship campaign for the congregational operating budget, and for monitoring the status of pledges and pledging members. The Stewardship Team is accountable to all policies and directions from the Finance Committee and the Board.

The Board of Trustees delegates the following authority and responsibility to the Stewardship Team:

- To develop and maintain procedures for the Stewardship program, including establishing timelines and campaign goals.
- To develop and maintain proper procedures for monitoring and notifying members and pledging friends as to the status of their financial pledges.

Staff and Team/Committee Leaders

UUS Staff and team/committee chairs are responsible for the financial management of the budget lines allocated to their areas and are accountable to all policies and directions from the Finance Committee and the Board.

The Board of Trustees delegates the following authority and responsibility to all UUS Staff and team/committee chairs who control budgeted funds:

- To manage expenses within the parameters of the overall approved budget. The Congregational Administrator will monitor all spending and report to the Finance Committee on variances and the reason for these variances.
- To seek approval from the Executive Committee for unbudgeted spending or special fundraising.

Board Held

Board Approved June 2020

Reviewed/Updated by the Finance Committee 3/21

Approved by Board 3/17/2021

5-4 Financial Audits

As determined by the Finance Committee or at the request of the Board, the Board will engage a qualified professional to conduct an audit or review of the Society's financial records including the Endowment.

Board Held

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

5-5 Asset Protection

The Minister, Staff, and Board, must take all reasonable care to ensure that Society assets are protected from loss or theft, including:

5-5.1 Adequate insurance

The Board must assure that there is adequate insurance to protect against property losses, liability for injuries to others, corporate liability, personal liability of Board members and Staff, and for all personnel with access to material accounts of funds.

Board Held

Reviewed/Updated/Approved by Board 3/17/2021

5-5.2 Maintenance of the Society Property

The minister and staff are responsible for the maintenance of the Society property and equipment to keep it in working order, subject to reasonable wear and tear.

Board Held

Reviewed/Updated/Approved by Board 3/17/2021

5-5.3 Reasonable steps to protect the Society's intangible property

This includes intellectual property (property created by UUS for UUS), electronics data, and paper files from significant damage or loss.

Board Held

Reviewed/Updated/Approved by Board 3/17/2021

5-5.4 Document Retention

The Minister and Staff must maintain written procedures to govern the backup, retention, and destruction of the Society's documents, giving definite retention periods for classes of financial, business, pastoral, personnel, and corporate records in both paper and electronic forms.

Board Held

Reviewed/Updated/Approved by Board 3/17/2021

5-6 Facility Use Guide

The Minister and staff maintain a Facility Use Guide, available online for review by members, in order to detail all policies and procedures related to the use of UUS facilities. The guide should address all of the various constituencies who may use UUS facilities, including members, non-members, and other non-profit organizations. The guide will include a range of resources to guide all aspects of facility use, including but not limited to:

- General policies
- Specific policies related to safety, security, alcohol use, appropriate respect for the facilities and other people, and similar issues
- Rental fee schedules
- Contracts
- Building and grounds diagrams and lists of amenities
- Contact information
- Emergency procedures

The Minister will apprise the President of any significant changes to the Facility Use Guide for possible consideration by the Board of Trustees.

Board approved 2/19/2025

6.0 Oversight

6.1 Mission Focus

The Board's duty of care is to ensure that UUS's human and material resources are used for the benefit of its mission. This will be fulfilled through monitoring regular reports and by evaluating UUS's progress toward achieving the goals established in the Annual Vision of Ministry.

Board Held

Reviewed/Updated/Approved by Board 3/17/2021

6.2 Monitoring

6.2-1 Monthly financial statements

Monthly financial reports will be provided to the Board that show the overall financial performance compared to the budget. The reports will include a summary of significant financial or operational issues. These reports will be available to any member who wishes to examine them.

Board Held

Reviewed/Updated/Approved by Board 3/17/2021

6.2-2 Quarterly financial statements

Quarterly financial statements will show the overall financial position of UUS. These must include a complete balance sheet and funds statement, detailed statements of operations, and a statement of cash flow.

Board Held

Reviewed/Updated/Approved by Board 3/17/2021

6.2-3 Programmatic Monitoring

On a schedule to be agreed upon annually by the Minister and the Board, the Minister must provide reports to the Board regarding:

- Progress on achieving the Annual Vision of Ministry
- Compliance with applicable Board policies
- Each report will focus on selected areas of progress and compliance, so that all in the course of the year the entire Vision of Ministry and all points of the policy compliance are covered.

Board Held

Adopted by the Board 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

6.3 Evaluation

Everyone responsible for the work on behalf of UUS will engage in a continual process of evaluation. The purposes to be accomplished through evaluation are to foster excellence in ministry work by ensuring that all the UUS leaders:

- Practice open communication and regular feedback
- Meet performance standards appropriate to their roles
- Maintain effective working relationships with one another
- Focus on achieving goals as approved by the Board and Staff

Board Held

Approved by the Board 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

6.3-1 Annual Board and Senior Minister Evaluation of Annual Vision of Ministry

Annually, as part of the creation of the Annual Vision of Ministry, the Minister and Board will together review their respective contributions to the fulfillment of the prior year's Annual Vision of Ministry. Included will be the Society's success or difficulties in achieving the prior year's Vision of Ministry goals. This report should include the Ministry, Board, and congregation's effectiveness in their respective roles.

Board Held

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

6.3-2 Annual Staff Evaluation

The Minister must ensure that all Society employees are assigned an immediate supervisor, who will provide an up-to-date job description and complete a timely annual process of goal setting and

performance evaluation. Individual Staff goals and performance reviews are confidential among employees, supervisor, and the Minister to be shared only as necessary to support Society decision-making or as required by law.

Board Held

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

6.3-3 Annual Evaluation of Board Committees

The Board must ensure that the 5 Board Committees are engaged in meaningful work that supports the Board in its actions. Each year the committee chair will fill out an evaluation report that states what the goals for the year were and how the committee did in fulfilling those goals. This report shall be submitted to the Administrator at the end of the liturgical year in time for the Annual Report.

Board Held

Reviewed/Updated/Approved by Board 3/17/2021

6.3-4 Annual Ministry Teams Evaluation

The Minister must ensure ministry teams are engaged in work supportive of the Annual Vision of Ministry. The Minister will work with Staff to determine how teams develop goals and how they will report progress at the end of the liturgical year.

Board Held

Board Approved

Reviewed/Updated/Approved by Board 3/17/2021

6.3-5 Minister's Triennial Performance Evaluation

Every 3 years the Board and Minister will assure there is an evaluation of the Minister on their wider pastoral role. The Board and Minister will together appoint an ad hoc Review Committee made up of three Members of the Society that are mutually acceptable to each party. Working with the Board and Minister, the Committee will design and facilitate a review of the Minister's performance. The goals of the evaluation are to call the congregation's attention to the mutual, relational nature of ministry and the respective responsibilities of all who contribute to its success, and to help the Minister remain motivated, creative, and flexible. The Committee's report to the Board, together with a written response from the Minister, will be published to the Society along with the Board's plan for addressing any recommendations, it may contain.

Board Held

Board Approved 10/21/20

Reviewed/Updated/Approved by Board 3/17/2021

SECTION III – PROCEDURES

1.0 Board Governance Procedures

1-2 Creating or Amending Policies & Procedures

New and revised policies and procedures may be proposed and developed by the Board, Minister, staff, teams, committees, and Society members. Policies and procedures do not need to follow any particular format. The main objective is to publish policies and procedures that are clear, easy to interpret, and consistent with the rest of the Shared Ministry policy manual. Any proposed revisions should be marked up in a way that clearly highlights the changes.

At any point in the approval processes outlined in this procedure, proposed policies and procedures may be required to undergo a revision cycle involving the original authors and others to make sure they conform to and mesh with other policies and procedures.

Questions regarding this procedure should be directed to the Minister or the President. This procedure does not apply to the Personnel Manual, which is governed by policy 3.2.3, Personnel Manual.

Creating or Amending Policies

1. If the policy is developed by staff or a ministry team, it requires approval by the Minister.
2. The policy is forwarded to the Governance Committee, who make sure that the wording, numbering, formatting, and intent all align with the current Shared Ministry policy manual.
3. Once the Governance Committee completes their review process, they forward the policy to the President.
4. The President brings the policy forward for approval by the Board of Trustees. Typically approval will be granted as a consent item without discussion, but Trustees retain the right to discuss any policy or procedure prior to voting on approval.
5. The President forwards approved policies to the Congregational Administrator, while also alerting the Governance Committee.
6. The Congregational Administrator updates and republishes the Shared Ministry policy manual, while also updating the revision date on the cover page.
7. The Secretary maintains minutes of all Board actions regarding the policy.

Creating or Amending Procedures

1. A draft procedure will typically be developed by the team, committee, or individual responsible for the procedure in question.
2. **Ministry-held procedures** require the following steps:
 - a. The Minister must approve the procedure.
 - b. The Minister forwards the procedure to the Governance Committee for review.
 - c. The Minister and/or President determine whether there are issues for the Board to consider, guided by the “Development of Policies & Procedures” policy. If Board consideration is advised, follow the steps for “All other procedures.”
 - d. The Minister informs the Board of the procedure’s adoption in their monthly report to the Board and forwards the procedure to the Congregational Administrator.
3. **All other procedures** require the following steps:

- a. The procedure is forwarded to the Governance Committee for review.
 - b. The President brings the procedure forward for approval by the Board of Trustees. Typically approval will be granted as a consent item without discussion, but Trustees retain the right to discuss any policy or procedure prior to voting on approval.
 - c. The President forwards the approved procedure to the Congregational Administrator, while also alerting the Minister and Governance Committee.
 - d. The Secretary maintains minutes of all Board actions regarding the procedure.
4. The Congregational Administrator updates and republishes the Shared Ministry policy manual, updating the revision date on the cover page.

Board Held

Approved by the Board 7/11/2013

Reviewed/Updated/Approved by Board 5/15/2024

1.1-2 Conflict Management Procedure

When approached for assistance in conflict management, the Minister and/or the Right Relations Committee will take the following steps:

1. Be an active listener
2. Ask if the individual has spoken directly with the other person, committee, team, Minister or Board
3. If there has been no direct communication, ask if the individual is willing to speak directly with the other person, committee, team, Minister or Board (other entity).
4. Encourage direct communication regarding the issue or concern with the other entity/entities.
5. Ask if the individual would like the Minister or a Right Relations Committee member to accompany and support them in the conversation with the other entity/entities.
6. Point out that if the individual is not willing to have direct communication with the other entity, there is small likelihood that the situation can be resolved. Suggest that the individual cease pursuing the issue with anyone other than the other entity involved and either find a way to directly communicate with the other entity or let it go.

If the concern pertains to UUS Staff, the Right Relations Committee will inform the Minister in writing. If the issue is urgent or serious, speak to the Minister as well.

In cases where the conflict could result in threatening, offensive or disruptive behavior, the Right Relations Committee will follow the guidelines in the UUS Policy and Procedures Handbook, for instance the Disruptive Behavior Policy.

In cases where the conflict centers on the Board and/or Minister to the extent that their ability to resolve the conflict is in question, and only after all the above procedures are followed and do not resolve the issue, the Right Relations Committee may approach the Mid America Region Executive to inform them of the situation and to seek external support for resolution.

Revised 2/4/2020

Board Approved 3/11/20

Updated

1.2-4 The Secretary Procedures

A. Formal meeting minutes and any motions made not during a formal Board meeting shall be presented for approval at the next regular Board meeting.

- i. Unless decided otherwise by the Executive Committee, these records shall be included as part of the consent agenda.
- ii. The Secretary shall make these records available to the Board in a timely manner, in the same way that other monthly reports are submitted for the consent agenda (i.e., placed in the Board's Dropbox folder for that month).

B. The monthly summary of Board meeting highlights shall, when possible, be presented to the Board for review and comment via email.

- i. The approval of this summary will NOT require a formal vote and will NOT appear on the monthly digest of non-meeting motions.
- ii. In order to meet print deadlines, it may not always be possible to solicit input from the Board prior to submittal of the highlights to the Office Administrator. In such cases, the Secretary shall give advance notice to the Board to this effect.
- iii. Monthly Board meeting highlights are provided as a convenience to the members of the Society and are not considered a formal record of Board proceedings. If these highlights conflict with official minutes, the minutes will constitute the official record.

C. Any errors to the monthly highlights which are deemed serious enough to warrant correction shall be submitted by the Secretary to the Congregational Administrator for correction in the next month's newsletter.

Approved by the Board 1/09/2014

Updated by the Board on 11/11/2015

Reviewed/Updated/Approved by Board on 6/15/2022

D. Congregational Meetings

The Secretary will work with Staff and the Board president to make sure the voting list is accurate and that all congregational meeting materials are prepared and sent 10 days prior to a congregational meeting.

The Secretary will take minutes at all congregational meetings.

1.3-3 Conflict of Interest Procedure

Conflict of Interest Procedures

Governing members of UUS shall disclose any personal interest which they may have in any matter pending before the Society. Possible responses include:

- Disclosure in the minutes of the nature of the conflict.
- Asking the conflicted member to leave the room during discussion and voting related to the conflict.
- Resignation from the Board or committee.

Governing members of UUS shall, at the start of their term, disclose in writing any existing or foreseeable conflicts of interest. Additional attestations shall be made during their term as circumstances change. Attestations will be kept by the Board Secretary and be made available to any member of the Board or committee who requests to see them.

Any individual who is permitted to obtain a list of UUS members, friends, donors, or other affiliates shall refrain from using such information for personal or private solicitation purposes at any time.

Unitarian Universalist Society Conflict of Interest Disclosure

Name: _____

Employer: _____

Other Organizations Affiliated with as a Governing Member:

Please list any additional existing or foreseeable conflicts of interest that may arise during your term as a governing member of the Unitarian Universalist Society:

Signature: _____ Date: _____

Board Held

Adopted by the Board 7/11/2019

Reviewed 10/21/20

1.3-4 Discipline and Removal of Board Members Procedures

Removal of a Board member for Misconduct Procedure

The Secretary will notify the member in writing and offer a hearing before the Board. Pending such a hearing, the Board may suspend the member's voting privileges during Board meetings.

Removal of a Board member for Absence from Board Meetings Procedure

If an officer or Board member misses more than three meetings in a twelve-month period, the Board *may* choose to address the absences. If so, the Secretary will notify the member in writing that the member may appear at the meeting to ask the Board to excuse the absences, or the Board may request the member's resignation. If the Board decides to remove one of its members for any reason, it must do so by a two-thirds majority vote at a special meeting called for that purpose.

Board Held

Approved by the Board

1.4 Board Committees, Task Forces, Teams, and Interest Groups Procedures

- A. Will have a mission statement or committee charge including an explicit statement on how the committee implements the mission/vision of the UUS and UUA Seven Principles.
- B. Will operate under the guidance of right relations.
- C. Will have written records, policies, and procedures.
- D. Will have annual goals and provide a report to be included in the annual report for the May congregational meeting.
- E. Will provide ongoing communication with the congregation.
- F. Will have a designated leader(s) who is a member of UUS, plan for leadership development and rotation of leadership.
- G. May request funds to be included in UUS budget or as special needs arise and will be accountable to the Board of Trustees for the use of such funds. Operational Committees may not fund raise on their own without specific approval of the Board of Trustees or its designee.
- H. Board Committees will have a member from the Board, to offer support and guidance in strengthening the effectiveness of its ministry. This person may be the chair or may co-chair with a lay member.
- I. Board Committees will keep minutes and make sure they are available for Board members to review ahead of Board meetings.

Ad-hoc or Specialized Committees and Task Force Teams

The Board of Trustees and Minister may establish specific policies for ad-hoc and specialized committees and task forces at the time the committees are created.

Interest and Affinity Groups

- A. Interest and Affinity Groups will discuss, at least once each year, how the group advances the mission/vision of the UUS or the Seven UUA Principles.
- B. Interest and Affinity Groups are informal groups. They must let the Director of Congregational Life know they are meeting as well as all pertinent details. They may provide a report to be included in the UUS Annual Report for the May congregational meeting.

Board Held

1.4-3 Endowment Committee Procedures

- A. Monies designated for any endowment fund should be transferred by the UUS treasurer from the UUS bank accounts to the appropriate endowment account within 30 days of receipt of a designated donation or of final approval by the Board to apply an undesignated gift to endowment. Every effort will be made to make transfers within the 30-day time period. The UUS office will maintain records of all donations to the endowment and will report all gifts to the EC chairperson as they are received, including the amount, donor, and contact information. An appropriate acknowledgement will be made by the EC in a timely manner.
- B. **Jean Reese Fund:** Jean Reese was a long-time member of the Unitarian-Universalist Society and through her will has made a generous bequest to us. A portion of her bequest will be used to create a dedicated fund as a memorial to her and to honor her. Based on her personal interests of gardening and her dogs, we are creating a fund to support the outside development and maintenance of our property beyond the general ongoing maintenance.
 - 1. The fund will be used to fund the development of the property outside of the UUS building. This includes all the lands owned by the UUS that surround the UUS building. Proposals will be submitted to the Endowment Committee for specific projects.
 - 2. A Corpus of \$50,000 shall be maintained, while allowing for multi-year projects. The existence and size of this corpus should be re-examined periodically.
 - 3. The Endowment Committee shall receive and review requests for funds from the Jean Reese Fund and forward any proposal deemed acceptable by the Committee to the Board of Trustees for final approval.
 - 4. The Board shall be responsible to accept, reject, modify, or return the proposal for modification to the Endowment Committee.

Endowment Held

Approved by the Board 10/21/20

Reviewed/Updated/Approved by Board 6/15/22

1.4-5 The Personnel Committee Procedures

The committee will receive and forward to the Board an annual report on Staff positions, benefits, and the use of job descriptions and performance evaluations per general templates reviewed by the committee. The committee meets at least quarterly and has a minimum of four members appointed by the Board to three-year terms.

One member of the Board will serve on this committee as co-chair with one lay member selected by the committee.

The congregational Administrator may serve as non-voting Ex-officio member to the committee. In the event of a Staff grievance that cannot be resolved at the supervisory level, the Board or executive committee will appoint an ad hoc committee in each case including at least one member of this Personnel Committee.

They will submit their minutes to the Board for review.

Board Held

Approved by the Board 10/21/20

3.2 Care for Paid Staff Procedures

3.2-3 Maintaining the Personnel Manual

Proposals to update the Personnel Manual may be brought directly to the Personnel Committee by the Minister, the Board of Trustees, or the Governance Committee. Staff and others should bring suggested updates to the Minister, who has the authority to decide whether to bring proposals forward to the Personnel Committee.

Once finalized by the Personnel Committee, proposed changes to the manual should be forwarded to the President for consideration by the Board of Trustees, with no review required by the Governance Committee. The Minister should forward any Board-approved revisions to the Congregational Administrator who will update and republish the manual. As part of the republishing process, revision dates should be noted.

Board held

Approved by the Board 5/15/2024

4.0 Care of Members and Guests Procedures

4-2 Childcare Request Procedure

Events that UUS provides childcare for include, but are not limited to:

- Society sponsored workshops and special events (e.g.: Festival of the First Breads, Leadership Development workshop);
- Adult Religious Education classes
- Membership classes
- Society-wide fundraisers (e.g.: Treats and Talent Auction)
- Sunday and other worship services
- Congregational meetings
- Religious Education special events and trainings (e.g.: Special Needs Support Group, Parent Orientation, Teacher Orientation)

Childcare is not provided for recurring committee/group meetings.

UUS committees/groups wishing to offer childcare at their special event(s), with the exception of worship services, should submit a childcare request to the Nursery Supervisor at least two (2) weeks in advance. Requests for childcare will be reviewed by the Nursery Supervisor, with possible consultation of the Director of Religious Education (DLRE), Board and/or Executive Committee, in consideration of the childcare budget, and need to include:

- committee/group name
- committee/group's contact person with phone and/or email
- event/meeting name

- date(s) with start and end time
- expected number of children attending and ages; and
- Special requests or instructions (ex: snacks or special activities to be provided at the cost of the committee/group).

After a request has been approved, the Nursery Supervisor will notify paid childcare workers and volunteers. Once childcare arrangements have been made, the Nursery Supervisor will send the committee/group's contact a confirmation, including the name of the childcare providers and contact information. If no one is available, the Nursery Supervisor will let the committee/group's contact know one (1) week in advance, and it will be the responsibility of the committee/group to find volunteers for the event(s). Volunteers must be members or friends of UUS.

Ministry Held

Approved by the Board 10/09/2014

Reviewed/Updated

4-3 Safe Congregations Procedures for Children and Youth

Selection and Screening of Staff and Volunteers

This policy applies to all committees, task forces, affinity groups and organizations that function under the umbrella of the Unitarian Universalist Society. It also applies to other groups and events sponsored by and using the facilities of the Unitarian Universalist Society. For example, when Youth Conferences are held at Unitarian Universalist Society, all adult advisors must complete the screening process described below or be screened by their society or another organization satisfactory to the DLRE or Minister. This policy does not apply to groups or organizations utilizing UUS facilities strictly on a rental or fee basis.

- A. Children and youth teachers, youth advisors, volunteer nursery helpers, Minister and employees currently serving shall sign the Code of Ethics form annually and have a criminal records check, which shall be updated every year by the DLRE or designee. Existing teachers must attend regular child safety training sessions.
- B. Persons regularly scheduled to work or volunteer with children and youth and who are new to the positions or who have not served within the past year, shall be screened, and processed in accordance with this policy: Minister, paid Staff, volunteer nursery workers, all religious education teachers (except substitutes), and youth group advisors. The following shall be required:
 - i. Primary Screening Form with photographic proof of identity. Exemptions are made for youth without photo identification.
 - ii. Two references requested by the Unitarian Universalist Society shall be secured by phone or face-to-face interview by the DLRE or designee prior to the person beginning work with children or youth. Reference interviews will be documented on the Teacher Reference Form and the original will be kept in a secure file three years after an individual no longer works with children or youth.
 - iii. Applicant's authorization form for criminal records request.
 - iv. Criminal records check updated every year.
 - v. Code of Ethics Form (signed annually by parents or guardian and applicant.).

- vi. Youth advisers, RE teachers and paid nursery workers must attend regular child safety training sessions facilitated by the DLRE.
 - vii. DLRE or designee shall interview paid childcare workers and retain notes of the interviews for three years after the person is no longer employed.
- C. The DLRE may utilize adult or teen volunteers 14 years of age or older recruited on short notice when necessary to properly supervise activities. No such person shall be utilized unless of character satisfactory to the DLRE or designee. The individual must complete the secondary screening form prior to serving.
- D. For RE Teachers who are under age 18 the following is required:
- i. Volunteers under age 18 shall not supervise high school students.
 - ii. Primary Screening Form with photographic proof of identity, signed by parent or guardian and applicant. Two references requested by the Unitarian Universalist Society shall be secured by phone or face-to-face interview by the DLRE or designee prior to the person beginning work with children or youth. Reference Interviews will be documented on the Teacher Reference Form and the original will be in a secure file for three years after an individual no longer works with children or youth.
 - iii. Applicant's authorization form for criminal records request signed by parent or guardian and applicant.
 - iv. Criminal records check updated every year.
 - v. Code of Ethics Form (signed annually by parent or guardian and applicant).
 - vi. Youth advisers, RE teachers and volunteers and paid nursery workers must attend regular training sessions facilitated by the DLRE.
 - vii. DLRE or designee shall interview paid childcare workers and retain notes of the interviews for three years after the person is no longer employed.
- E. Responsibility of DLRE for Implementation of Selection and Screening
- i. The DLRE shall be responsible for overseeing completion of the appropriate paperwork, except where noted, and for checking references. The Minister shall follow up to ensure that the reference checks have been completed appropriately.
 - ii. The DLRE shall verify the identity of anyone working with children or youth by photo identification. Exemptions are made for youth without photo identification.
 - iii. Anyone expressing interest in ongoing volunteer work with children or youth in the Society must first attend Society services regularly for at least six months unless the Minister and DLRE determine otherwise after screening.
 - iv. Criminal records checks including the National Criminal Database, Iowa Sex Offender Registry, and Iowa Department of Human Services' Child Abuse Registry check, shall be initiated, and reviewed by the DLRE. States that do not participate in the National Criminal Data base will

also be checked if relevant. Results of the reference and background checks shall be maintained in writing and retained in locked files by the DLRE.

- v. Disqualification: Conviction of any of the following offenses shall preclude the individual from working with children or youth: (1) Any offenses involving illegal drug use, sale, or manufacturing thereof (2) any sex offense, (3) any felony within the past 12 years or (4) any offense involving violence against any person. The DLRE and Minister may make exceptions to the foregoing on a case-by-case basis by documented agreement. The DLRE may disapprove any person wishing to work with children or youth if he/she feels substantial concern that the person may have committed any of the crimes listed above, even if there is no conviction.
- vi. If it is determined by the Minister and DLRE in consultation with the President of the Board of Trustees that a potential volunteer should have restricted access to children or youth, he/she shall be required to sign a limited access agreement and shall not be allowed to have any further contact with children or youth. If the same is determined for a potential paid Staff person, the person shall not be hired.
- vii. The Minister and DLRE will keep securely all information required to be gathered by this policy for three years past the time an individual is no longer employed, volunteering or, for a disqualified individual, a member or friend of the congregation.

I. Training and Supervision

- A. Staff members, RE teachers, youth advisors and childcare workers shall receive a copy of the Safe Congregation Policy Statement, and shall be trained by the DLRE, Minister or designee to understand the following:
 - ii. The definition of child abuse,
 - iii. Sexual and physical abuse symptoms,
 - iv. What constitutes inappropriate conduct,
 - v. Society policies and practices that govern working with children or youth,
 - vi. That there are civil and criminal consequences of misconduct,
 - vii. Reporting procedures for observed or suspected misconduct, and
 - viii. The rationale behind screening procedures.
- B. Children and Youth Supervision Requirements
 - i. Nursery
 - a. At least two appropriately screened childcare workers (at least one of whom is an adult) will be present at all times in the nursery.
 - b. On occasions when the regular adult is not available for service in the nursery, then another adult approved by the DLRE may serve, upon completion of the secondary screening form.
 - c. The responsible adult in the nursery will maintain attendance records and ensure that each

child who is signed in has a completed enrollment form in accordance with religious education procedures.

- d. All children supervised in the nursery shall be signed in and out by the responsible adult in the nursery. A check-in check-out policy will be used to ensure that the child is released only to the parent or guardian bringing the child to the nursery, or by a person authorized by that parent or guardian.
- e. Childcare workers shall be in high school or older. Iowa labor laws state that youth under 15 must acquire a work permit and work no more than four hours per day between the times of 7:00 am – 7:00 pm. Refer to Iowa Workforce regulations.
- f. Childcare workers must have a CPR certificate that includes infant/child resuscitation.

ii. General Children and Youth Supervision

The building will not be open to children or youth for any activity until 2 adults are present.

- a. On Sunday mornings the DLRE will circulate throughout the classrooms and nursery.
 - b. At least two appropriately screened adults or an appropriately screened adult and youth volunteers shall be present at all times in other (non-nursery) classrooms when children or youth are present.
 - c. No child under third grade will be dismissed from religious education class except to a parent, guardian, or other appropriate supervisor.
 - d. Society functions providing childcare require at least two screened childcare workers.
 - e. On occasions when the regular adult is not available for service, then another adult approved by the DLRE may serve, upon completion of the secondary screening form.
 - f. RE teachers will maintain attendance records and ensure that each child who is signed in has a completed enrollment form in accordance with religious education procedures.
 - g. The DLRE will provide teachers with contact, medical, and special needs information on each child registered.
 - h. There shall be no illegal drugs or weapons at events sponsored for the children and youth. Volunteers and Staff shall not consume alcohol or illegal drugs prior to or while caring for children. During Society events, alcohol, prescription medicines, over the counter medicines and tobacco products will be out of reach and out of view of children and youth.
- ## iii. Supervision Requirements for Field Trips, Youth Gatherings, Vehicle Rides and Lock-ins.
- a. The DLRE shall develop procedures compatible with these policies for supervision for field trips, youth gatherings, vehicle rides and lock-ins. These procedures shall be included or appended to this document.
 - b. Procedures for field trips, youth gatherings, vehicle rides, and sleepovers shall follow the Youth Conference Planning Manual whenever appropriate.

- c. Permission slip and medical release form is required for each child or youth.
- d. Adult volunteers who plan to take the children outside of the building for a walking trip must inform DLRE prior to the event. The DLRE will check and make sure the parents have given permission on the registration form for short walking trips. There must be at least two adults or an adult and youth volunteer accompanying children and an appropriate adult/child ratio (See Department of Human Services' guidelines for Staff-to-child ratio.)
- e. For field trips by cars, adult volunteers must obtain permission slips and medical release forms from the RE Office in advance of the field trip. These must be signed by at least one parent and returned to the adult in charge before the child may participate in the field trip.
- f. All drivers must have a valid and current driver's license and shall have abstained from the use of alcohol or medications that carry warnings that taking the medication may impair their performance of operating a motor vehicle for at least 12 hours before the field trip. Individuals who use illegal drugs shall not operate a motor vehicle for the transport of UUS children and youth. The DLRE is responsible to check and copy drivers' licenses.
- g. Each vehicle must have an appropriate adult child ratio. At no time shall an adult be alone in a vehicle with a child or youth. If an additional passenger cannot be found, the parent parents or guardians may sign a release to waive the policy.
- h. All personal vehicles used for field trips must carry auto liability insurance with minimum limits in accordance with the laws of the State of Iowa.
- i. Every person transported in the vehicle must wear a seatbelt. Children six and under must be in appropriate car seats. Children six to eleven years must be secured in a child restraint system or be in a safety belt (See Iowa Department of Motor Vehicles).

II. Reporting Procedures for Suspected Child Abuse

- A. Anyone who suspects child abuse, including the Minister, an employee, volunteer, member, or attendee of the Society, should immediately notify the Minister, the President of the Board of Trustees or the DLRE of these, whoever receives the information shall be responsible for reporting to the others. In the event that the charges involve a Minister, the next point of contact shall be the Board President, who shall then notify and consult with the Executive of the MidAmerican Region or the UUA Department of Ministry. Any person making a report of child abuse that has reason to believe that immediate protection for the child is advisable shall also make an oral report to the Coralville Police Department or other appropriate law enforcement agency.
- B. Procedures for dealing with reports of abuse or neglect are found in the attached document, "Report of Suspected Abuse," which outlines duties of the person receiving the report, as well as the DLRE, Minister and the Board President.
- C. If the report involves a Society employee or volunteer, then the Minister, the Board President and the DLRE shall additionally:
 - i. Collect and review all pertinent facts regarding the incident or charges
 - ii. Review application and reference forms kept on the person

- iii. Determine what, if any, actions need to be taken; and
- iv. Carefully document all meetings, conversations, information, etc. regarding this matter, and keep all this information as confidential as the circumstances warrant.
- v. In the event that knowledge of the incident becomes public, the Minister and the Board President shall designate a spokesperson for the Society. The spokesperson shall use the text of a prepared statement to answer the news media and convey the incident to the congregation, taking care to safeguard the privacy of all parties involved.
- vi. The Minister, the Board President and the DLRE shall carefully document the handling of the incident, and report the incident, as appropriate, immediately to the child's or youth's parents, the Department of Human Services, and the Society's insurance company.
- vii. The Minister, the Board President and the DLRE (or one of them) shall consult an attorney for advice as to what steps are necessary or prudent to protect the interests of the children and the Society.
- viii. The Minister, the Board President and the DLRE shall determine how to address the incident within the congregation.
- ix. If the accused is the Minister, DLRE or Board President, that person shall be removed from the decision-making process, and the remaining two shall select a third person as a replacement.

D. Actions by the Society regarding Employees, Volunteers, Members and Attendees.

If the Minister, Board President and DLRE jointly conclude that allegations of child abuse or neglect justify protective measures, then they shall implement one or more of the following actions:

- i. Require a limited access agreement
 - ii. Determine who in the Society and the larger community should be notified, and means of notification
 - iii. Notify DHS and/or the Iowa City Police Department
 - iv. Suspend or terminate volunteer duties, recommend termination or other disciplinary action for an employee or Minister to Board of Trustees (By-laws, Article IX, or in the case of a member, recommend action to the Board of Trustees (By-laws, Article III)).
 - v. Any other action which in the opinion of the Minister, DLRE and Board President are in the interests of the Society, the Society community, or children or youth, and in compliance with UUS By-laws.
- E. Procedures for Working with and Caring for a Person Against Whom Allegations of Abuse or Neglect Have Been Made.

Under this policy, the persons charged with the responsibility for determining, for Society purposes, whether allegations of abuse or neglect justify protective measures, are the Minister, the DLRE and the Board President.

- i. Treat the accused with dignity and support.
 - ii. If the accused is a paid Staff person, a volunteer, or a member, that person shall be suspended from all activities involving the supervision or care of children, youth, or other vulnerable persons. This is true for an incident that allegedly occurred either during Society activities or outside the realm of the Society.
 - iii. Regardless of where or under what circumstances any incident is alleged to have occurred, if the Minister, DLRE and Board President have placed restrictions upon an employee or volunteer, those restrictions shall remain in effect until all allegations have been cleared to the satisfaction of the Board of Trustees.
 - iv. The Minister, DLRE and Board President may remove the person from service at their discretion, and for employees, that removal may be with or without pay. The temporary suspension remains in effect until all allegations have been resolved.
- F. Procedures for Working with and Caring for a Person Who Has Engaged in Abuse or Neglect.

Because we affirm the inherent worth and dignity of every person, we do not believe any person should be automatically excluded from participation because of their actions. However, we have responsibility to insure the well-being of all of our attendees. The ability of some perpetrators to change their behavior is uncertain. If someone wishes to participate in this Society who has been convicted or is the subject of a “founded” report by DHS of abuse or neglect, we will welcome that individual. However, the person's participation may be limited to ensure the safety of all.

- i. Restricted Access
 - a. If it is determined that any person should have restricted access to children and youth), he/she shall be required to sign a limited access agreement and shall not be allowed to have access to children and youth except as consistent with that agreement. The Minister, DLRE and Board President shall determine if a limited access agreement is necessary, and the terms of that agreement.

Monitoring Policies and Procedures

- A. The DLRE shall provide a copy of the Safe Congregation Policies and Procedures (SCPP) to the membership committee and the office Administrator. The office Administrator shall cause the summary of the SCPP to be placed in new member packets. The DLRE shall have the SCPP posted on the Society website and annually the DLRE shall cause a reminder of the SCPP to be placed in the newsletter and order of service.
- B. The DLRE shall have responsibility for implementing screening procedures, reference checks, annual record checks and initial training for all volunteers working with children and youth, and the office Administrator shall have those responsibilities for all employees, including the Minister. The Board shall see that these responsibilities are performed.

Ministry Held

4-5 Alcohol and Illegal Drugs Procedures

- A. The event planner/host is responsible for informing the Minister, Board President, and Administrator of an event at which alcohol will be served. The notification will include the name of the event, the name of the responsible event planner/host, the location, the date, the time, and that the event will include the serving and use of alcoholic beverages. An Alcoholic Beverage Event Notification Form may be used and is available on the UUS website at (link to be determined.)
- B. The Administrator will keep an ongoing file of these e-mail notifications covering the preceding two years (A two-year lookback.)
- C. The event host/planner is responsible for communicating the policy to servers and wait Staff and for monitoring the implementation of these procedures. The event planner/host shall report departures from the policy/procedures to the Minister, Board President or Administrator for follow-up.
- D. Only wine, beer, and champagne will be allowed at UUS sponsored events. No spirits or 'hard liquor' will be provided. Participants may provide their own alcohol for their own consumption.
- E. At all events where alcoholic beverages are served, equivalent access to non-alcoholic beverages will be provided, including comparable attractiveness, prominence, and accessibility.
- F. At UUS sponsored events, NO alcoholic beverages will be sold on UUS premises at any time, either directly or indirectly, through voluntary contributions or otherwise. There will **not** be a container available for the deposit of coins, bills, or donations where alcoholic beverages are serviced or on serving tables.
- G. At fundraising events the solicitation and collection of free-will donations with appropriate signage and clearly designated collection containers must be conducted in a manner completely independent of any provision of alcoholic beverages.
- H. Alcoholic beverages may not be served to anyone under age 21. All servers must be 21 years of age or older. In general, serving of alcoholic beverages will be restricted to the designated serving table(s), unless servers are acting as wait Staff filling specific orders from persons seated at tables, such as might occur at an auction dinner. Anyone servicing alcohol must exercise reasonable care to assure that the served person is 21 or older and shall ask for an ID to verify that person's age if in doubt or refuse to serve the person. Anyone observed providing alcohol to underage persons will be reported immediately to the Minister, Staff or event planner/host in charge who will intervene to stop the behavior and will report the incident to the Board President.
- I. Those serving alcohol must not pressure adults who wish to refrain to accept alcohol. Any Board member observing such pressure must report the incident to the event planner/host, Minister, or Board president.
- J. Alcoholic beverages must be clearly labeled, and their serving tables must have appropriate signage. Non-alcoholic beverages and food must also be served at any event in which alcohol is served. Tables for

alcoholic beverages will be widely separated from tables providing non-alcoholic beverages.

- K. Two persons age 21 or older must attend any station serving alcohol. All alcoholic beverages not consumed during the event must be removed from the event location or stored in a locked cabinet. Persons under 21 will not assist in the clean-up of service tables for alcoholic beverages nor discarded drinks or glasses.
- L. At any event, especially those involving children and youth, alcoholic beverages must be served at a separate station from other beverages. Alcoholic and non-alcoholic beverage stations should be widely separated.
- M. Alcohol will not be served to any person who appears to be intoxicated or otherwise unable to use such beverages responsibly. UUS members and Staff will take appropriate actions to prevent an intoxicated person from driving or doing anything to cause themselves or others harm. Inappropriate behavior due to alcohol will be dealt with according to relevant church policies (Disruptive Behavior, Safety, etc.).
- N. A UUS special event conducted as a free-will donation does not require an alcohol permit or license. If a UUS sponsored event requires a liquor license, the licensee must also carry dram shop/liquor liability insurance. Special event licenses are available for 5 or 14 consecutive days. A Sunday Sales privilege is also required for a Sunday event. Applications for such licenses or permits must be submitted at least two months prior to the event. Instructions for licenses and permits are available through the Iowa Alcoholic Beverages Division at <https://abd.iowa.gov/licensing/insurance-licensing-forms>.
- O. All use of alcoholic beverages must conform to all applicable federal, state, and local laws.
- P. Rental Alcohol Use Policy: **Alcohol Use** – If alcohol is to be served, only wine, beer and champagne may be served. NO alcoholic beverages will be sold on the premises at any time, either directly or indirectly, through voluntary contributions or otherwise. There will **not** be a container available for the deposit of coins or bills. The responsible party will ensure alcoholic beverages will not be sold to or served by anyone under the legal age on church premises. All Iowa laws and city ordinances must be followed by the responsible party. A separate Alcohol Policy Agreement will be signed by the responsible party.

Board Held

Approved by the Board 4/14/2016

Reviewed/Updated

4-7 Inclement Weather Procedures

1. The Administrator will announce by email, post on the website, and list on the KCRG TV cancellation list when Sunday services are cancelled or when the office will be closed during the week. In the absence of the Administrator, the Minister or designee will make the announcements.
2. Committees, teams, and other groups may make decisions about meeting and activity cancellation and will use their own email methods to distribute information.
3. If there is inclement weather and the office remains open, but an employee is unable to travel to work, the employee should notify the Minister about what time they will be able to report to work. The Minister and employee will consult together on whether the employee can get their work done from

home or use vacation or personal hours for this time. Childcare workers will report to the DLRE if they are unable to report for work. The custodian will report to the Administrator if he is unable to report to work.

4. If the office has been closed during the week due to inclement weather, employees will not be required to use personal or vacation time and will be paid.
5. Volunteers should call to find out if the office will be open before traveling. Volunteers should always use personal discretion when deciding whether to report for activities and duties and notify the office of their decision.
6. In the absence of the Minister, the President of the Board of Trustees or a designee will decide to cancel services or close the office.

Ministry Held

Approved by Board 4/09/2015

Review/Updated

4-14 Memorial Garden Procedures

Cremains interment in the Garden must be approved by the Minister or President of UUS after receiving an application form. Cremains shall be in a biodegradable bag and accompanied by a certificate from a licensed crematory. Cremains may be buried or scattered in the Garden as designated on the application form and done at a date and time agreeable to UUS by a person designated by UUS. No plaque, permanent marker, or other object or plant is allowed to identify an interment. UUS will maintain a permanent Memorialization Record that lists the name of the individual interred, date of interment, date of birth and death of the individual, and approximate location in the Garden of the cremains (i.e. northeast, northwest, southeast, southwest Garden quadrant), the approved application form and crematory certificate. Family or friends may add an obituary or other life story data to the Record. There is no direct cost for an approved interment, but a voluntary donation (\$500) to the UUS Memorial Fund is encouraged. No advance reservation is required and requests for interment may be made at any time, though advance requests are encouraged. A legal release form must be signed by a relative of the decedent. The Memorial Garden Team will supervise maintenance of the Garden and the Memorialization Record. The Finance Committee will oversee expenses related to the Garden subject to approval by the Board.

Board Held

Approved by the Board October 20, 2021

4-15 Congregational Meetings Procedures

4-15.1 Lifetime Membership Appointment Procedures

Recommendations for Life Membership may come from Membership Associates, the Pastoral Care Team, the Minister, the Director of Congregational Life, or any member of the congregation.

Upon a majority vote of the Board, the Life Member's history with UUS will be documented, published in the newsletter and, if appropriate, a celebration will be held. A certificate of recognition or other memento of the event may be created and presented to the Life Member.

Ministry Held

Approved by Board 1/09/2014

Reviewed/Updated

4-15.2 Voting Procedures

Eligibility to Vote

The Staff are responsible to maintaining an accurate voting list. Anyone who is not eligible to vote will be contacted by email, USPS, or phone. Changes will be recorded and added to the updated voting list. The President and Secretary of the Board of Trustees, and a senior Staff person, will determine exceptions and resolve challenges to this policy and procedure.

If a congregant is not on the voting member roster but wants to vote in an election, the person may vote by paper ballot, the ballot will be accepted, but marked for research to determine eligibility.

Absentee Voting

Absentee paper ballots will be made available a minimum of fourteen days prior to the close of voting. The Election Administrator will maintain the voting roster and will record the distribution and receipt of absentee ballots. These ballots will be returned in an unmarked envelope, which will be inserted in an envelope with the voter's name on the outside. These ballots will be opened on the day the election closes, and the outside envelope discarded after voting closes. Absentee ballots will be included in the counting of ballots. If an issue is amended during discussion at the meeting, the absentee vote shall not be counted for that specific issue.

Electronic Voting

In UUS multi-platform voting, election ballots and the text of known motions are emailed to all members via email or USPS depending on the member's preference prior to the congregational meeting. Amendments or motions arising during the meeting will be decided by a majority vote polling in-person and on-line participants. The Board of Trustees will designate the electronic voting platform to be used and an Election Administrator. All final voting, except for paper absentee ballots, for a multi-platform meeting will take place through the designated electronic voting platform during a time period designated by the Board. Announcement of the voting results will take place the first Sunday following close of the voting period. The Election Administrator is authorized to resolve individual problems or requests involving the casting of electronic ballots.

Ministry Held

Approved by Board 3/13/2014 updated 5/14/2015

Reviewed/Updated 4/20/2022

5.0 Care of Material Resources Procedures

5-1 Endowment Procedures

5-1.1 Endowment Administration Policies

5-1.1.1 Current Established Designated Funds Accepting Contributions

Endowment Funds:

(all endowment funds are overseen by the Endowment Committee):

General Endowment Fund

Provides the Society with a source of funds for operating expenses, emergencies, and major capital improvements.

Program Fund-Detiger (Donor Restricted)

Provides a source of financial support for community-wide programs that bring attention and credit to the Society.

Jean Reese Fund (Board Designated)

Provides a source of funds for the development of property outside of the UUS building (not including regular maintenance of grounds).

Music Enhancement Fund (Board Designated)

Provides a source of funds for the purchase and maintenance of the Society's musical instruments and for other music needs.

Operating Funds:

Memorial Fund

Provides a source of funds for purchase of items that support the work done at UUS facilities or to add beauty to the buildings and grounds. Donations to the fund may be used to operate and maintain the UUS Memorial Garden and Memorialization Record. Overseen by the Finance Committee, managed by the Board of Trustees.

Reviewed/Updated/Approved by the Board October 20, 2021

Minister's Discretionary Fund

Provides a source of funds for the Minister to help those in need in our community. Overseen and managed by the Minister.

Free Lunch Program

Provides a source of funds to assist the UUS Free Lunch Team. Overseen and managed by the Free Lunch Team.

Teen Reserve Fund

Provides a source of funds to support RE programming for UUS teens. Overseen and managed by the Director of Lifespan Religious Education.

Social Justice Giving

Holds the funds raised for the chosen monthly UUS community partner agencies, as well as other social justice agencies supported by the UUS Social Justice Team. Overseen and managed by the Social Justice Team.

Facilities Fund

Formerly the Capital Campaign Fund. Holds funds raised for the purchase of the UUS property at 2355 Oakdale Road, the construction of UUS facilities, and the payment of the building mortgage. Overseen and managed by the Treasurer of the Board of Trustees.

Immigration Action Fund

Provides a source of funds for supporting the various projects of the UUS immigration Action Team, including supporting trips to the US/Mexico border, and the Chico Mendez Reforestation Project in Guatemala. Overseen and managed by the Immigration Action Team.

Circle of Friends Fund

Provides a source of funds to support the several local immigrant families that UUS supports through our Circle of Friends program, administered by the Immigration Team. Overseen and managed by the Immigration Action Team.

Social Justice Action Fund

Provides a source of funds for Board-approved social justice programming or support. Overseen and managed by the Board of Trustees.

Prison Ministry Fund

Provides a source of funds to assist the UUS Prison Ministry Team in their programming, including direct support of incarcerated UUS members. Overseen and managed by the Prison Ministry Team.

5-1.1.2 Current Established Designated Funds Not Accepting Contributions:

Faith in Our Future Fund

Supports major upgrade of the building or meeting space whether onsite or at a different location. This includes construction of a substantial change in the facility. Does not include maintenance, or operational changes.

Board Held

Approved by the Board 1/19/12

Reviewed/Updated/Approved by Board 3/17/2021

5-3 Accounting and Financial Procedures

5-3.1 Fundraising Procedures

Types of Fundraisers/Sponsorships Allowed

All UUS fundraisers/sponsorships must be reviewed by the Finance Committee and their recommendations sent to the Executive Committee. The Executive Committee will approve it or take it to the Board for further discussion, subject to the processes and exceptions listed below. Types of fundraising/sponsorships allowed at UUS includes (but may not be limited to): events charging admission or selling items (dinners, concerts, book sales, etc.), collection bins or drop-offs (food/clothing drives), and requests for cash donations or sponsorships. Fundraisers/sponsorships may be held to support UUS and its programs, or for other outside approved organizations such as nonprofits. Any fundraiser/sponsorships held on behalf of UUS or by a UUS group is governed by these procedures, regardless of whether the fundraiser/sponsorship is held on UUS grounds. Any outside person/group requesting to raise funds at or through UUS must have a UUS group as a sponsor. Political fundraisers for individual candidates or parties are not permitted but support for causes related to an election or political event may be considered.

Process for Requesting a Fundraiser/Sponsorship

The Finance Committee will maintain a Fundraising/Sponsorship Request Form to solicit all relevant information about the requested fundraiser/sponsorship. The form is published on the website.

This form must be submitted to the Finance Committee no less than two weeks before the beginning of the proposed fundraising/sponsorship activity, when possible. The Finance Committee will review the request and pass along a recommendation to Executive Committee in a timely manner. (UUS Staff may require additional information after approval to coordinate fundraising events, see Ministry policies on calendaring and events for further information.)

All monetary fundraisers conducted for an outside beneficiary must have all funds deposited into the UUS bank account, earmarked for the fundraiser. Bills related to the fundraiser, including the final disbursement of funds, will be paid following the regular Cash Disbursement process. Any costs related to the fundraiser shall be consistent with the intent of the fundraiser. All expenses will be deducted from and shall not exceed proceeds unless otherwise provided by other sources.

A record of the result of all fundraisers shall be submitted to the Congregational Administrator for documentation.

Games of chance, raffles, gambling or similar activities involving risk must be conducted in accordance with the Iowa Code Chapter 99B and any applicable Iowa Administrative Rules. Fundraisers involving alcohol must abide by existing UUS policies and procedures regarding alcohol use, as well as all state and national laws governing the sale and distribution of alcohol.

Fundraisers That Do Not Require Approval

- Annual or on-going fundraisers held by UUS groups (monthly offering partners, annual Auction, etc.) do not need to seek recurring approval unless:
 - o the fundraiser undergoes significant changes in format or time
 - o or the fundraiser is held following a hiatus of more than one year
- Youth fundraisers, including RE Program fundraisers (bake sales, annual Coffee House, etc.) and individual children and youth enrolled in UUS's RE program selling items for Scouts, school, or other non-society activity. The DLRE will use their discretion, in consultation with the Minister and Staff, to handle any conflicts that might arise.
- Sales of books, CDs or other items by guest speakers, musicians, and others whose appearance is otherwise approved by the Minister or Board of Trustees.
- Activities pursuant to a rental agreement where a rental fee is paid.
- Activities that request contributions intended only to cover expenses associated with that event (e.g., food, supplies, equipment rental) are not considered fundraising events under these procedures

5-3.2 Gift Acceptance Procedures

UUS urges all prospective donors to seek the assistance of personal legal and financial advisors in matters relating to their gifts, including the resulting tax and estate planning consequences.

5-3.2.1 Gift Acknowledgement

UUS will provide an end-of-year tax receipt for all gifts, or earlier by a request to the office. If donors request anonymity, only the Congregational Administrator, Minister, and finance Staff and leaders will be made aware of the donor's or donors' identity for tracking purposes.

5-3.2.2 Gifts for a Designated or Restricted Purpose

Designated Gifts to Established Funds

UUS will accept designated gifts for the operating budget, as well as for established restricted funds, including but not limited to the General Endowment Fund, the various established named endowments, the Memorial Fund, the Minister's Discretionary Fund, and the various justice liability funds (see current list at bottom of document).

UUS will also accept gifts designated for solicitations to fund special projects or campaigns that have been reviewed by the Finance Committee and approved by the Board of Trustees, and the Endowment Committee when appropriate.

5-3.2.3 Designated Gifts for Non-established Purposes

Donors are encouraged to designate an existing fund that fulfills the desired purpose rather than create a new fund with its own set of restrictions that need to be separately managed.

Gifts designated to other restricted purposes, such as to increase a specific area of the budget, to fund an unsolicited activity or project, or to create a new designated fund or endowment must be reviewed by the

Finance Committee and approved by the Board of Trustees, and the Endowment Committee when appropriate. The Finance Committee will ensure that before approval, an appropriate governing body (UUS Staff, committee, or team) has accepted responsibility to manage and track use of the donation.

The Finance Committee will work with the donor on a Gift Agreement document detailing the terms of the gift, including the disbursement of unused funds (see Disbursement of Unused Designated Gifts below).

The Endowment Committee has created procedures and instructions governing gifts to any existing or new endowment funds.

Disbursement of Unused Designated Gifts

Funds held in designated non-endowment accounts may be rolled into the operating budget, the General Endowment Fund, or may be designated for another purpose by the Board if the restricted purpose is concluded and not all funds were spent. Any donor requirements on unspent funds, such as returning them to the donor or reallocating them to another restricted purpose, should be included in the original Gift Agreement approved by the Board. Later amendments to the Gift Agreement may be made by the donor with Board approval.

5-3.2.4 Gifts with No Designated Purpose (General donations)

Undesignated gifts will be applied to the operating budget as non-pledge donations if the value is under \$2,000, and to the General Endowment if the value is \$2,000 or more, unless determined otherwise by the Board of Trustees. The Congregational Administrator is responsible for alerting the Board of any undesignated gifts over \$2,000. The Finance Committee and the Congregational Administrator will make a good faith effort to ensure the gift has no designated purpose before applying the funds.

5-3.2.5 Types of Accepted Gifts

Typically accepted forms of giving and their restrictions include:

Cash

UUS will accept cash gifts in any form, including check, electronic payments, and money transfers (ACH), and credit card payments.

Pledges

UUS welcomes support in the form of pledges to a specified campaign such as the annual stewardship campaign for the Operating Budget or a Capital Campaign. Campaign pledges should preferably span no more than three years.

Stock & Securities

UUS will accept stock or other negotiable instruments as a vehicle for donors to transfer assets to the organization so long as the security is marketable, has no restrictions that would prevent UUS from converting them to cash, and will not generate any undesirable tax consequences for UUS. Transfer and recording the value of the asset shall be done in a consistent manner and in compliance with accounting standards.

Legacy Gifts

UUS welcomes deferred gifts that will be used to provide support to UUS upon receipt of the gifts at the donor's death, including charitable gift annuities, trusts, bequests, and life insurance beneficiary designations. The Chalice Society exists for the recognition and acceptance of legacy gifts to the General Endowment.

Real Estate

UUS will accept gifts of real estate including developed property, undeveloped property, or gifts subject to a prior life interest. Valuation of the gift is the responsibility of the donor. Prior to acceptance of real estate UUS may require an initial review of the property to ensure that the property has no hidden or undesirable contingencies, encumbrances, or liabilities such as environmental damage or liabilities. In the event that the initial inspection reveals a potential problem, the Board of Trustees shall retain an independent qualified inspection firm to conduct an appropriate audit. The cost of the audit may be at the expense of the donor. When appropriate, a title binder shall be obtained by UUS prior to the acceptance of the real property gift. The cost of this title binder shall be at the expense of the donor. The final determination on the acceptance of real estate shall be made by the Board of Trustees in its absolute discretion.

Non-Cash in Kind Contributions

UUS shall accept "in kind" donations; non-cash contributions of goods, services, or time, when the donation complements the programs and operations of UUS. In kind donations must be approved by the Staff person or group chair overseeing the specific program or operation benefitted by the donation, or by the Board of Trustees if no appropriate program exists. The donor is responsible for determining the fair value of the gift. The Congregational Administrator will record the date and description of the donation in the donor records, which are distributed annually for tax purposes, or upon request. The Congregational Administrator shall also send a non-cash contribution letter acknowledging any donations over a fair value of \$250, or by request. Any tangible goods accepted by UUS may be used, sold, or otherwise disposed of at the discretion of the overseeing Staff person or group chair.

Other Tangible Property

All other gifts of tangible property will be accepted by UUS if the property is marketable or fulfills the mission of UUS, does not carry any undue restrictions on the use, display, or sale of the property, and does not require any unreasonable carrying costs. The final determination on the acceptance of tangible property gifts shall be made by the Board of Trustees. Unless otherwise agreed upon with the donor, the property will be sold as soon as practicable.

Other Gifts

All other types of gifts may be accepted by UUS at the absolute discretion of the Board of Trustees. Consideration will be given to the time and costs involved in assessing and structuring the gift before accepting it.

5-3.2.6 Gifts Not Accepted

UUS will not accept gifts that would result in a violation of its articles of incorporation or risk losing its status as a 501(c)(3) not-for-profit organization. UUS will also not accept gifts that are too difficult or too

expensive to administer in relation to their value, would result in any unacceptable consequences for UUS including harm to its reputation, or are for purposes outside UUS's mission. Decisions on the acceptance or refusal of a gift shall be made by the Board of Trustees in its absolute discretion.

5-3.4 Operating and Capital Budgets Procedure

The Staff and or team review the current year's budget and seek input on how much money will be needed by that committee for the next year. The amount given to a committee is based on that projected need, spending history from previous years, and the overall availability of funds, the Annual Vision of Ministry, and any Strategic Plan currently in effect. The Board reviews the proposed budget meeting and votes to approve the proposed budget before taking it to the congregation.

Teams are expected to stay within their budgeted funds each year. Mid-year requests for additional funding should not be necessary except in very unusual circumstances.

5-3.5 Cash Disbursements Process

1. Vouchers with attached invoice/receipt and approval from authorized personnel (Staff and group leaders who oversee budget lines or approved funds) are turned in to the Administrative Assistant, who verifies that the voucher request is complete and agrees to the invoice/receipt attached, then enters in QuickBooks Online (QBO). The voucher is initialed and dated once recorded. Voucher and invoice/receipt is then scanned and attached to QBO. Hard copy is filed in unpaid vendor folder.
2. Mailed vendor invoices are given to the Congregational Administrator, who opens them, initials approval on the invoice and notes the appropriate account number, then gives the invoice to the Administrative Assistant to record in QBO. The Administrative Assistant also scans the invoice and attaches to QBO, then files hard copy in unpaid vendor folder.
3. Weekly, the Administrative Assistant prints checks for all outstanding invoices and vouchers, matches up checks and invoices/vouchers and gives to the Congregational Administrator, who signs checks and obtains 2nd signature as needed, according to spending authority policy.
4. Signed checks with related invoices/vouchers attached are returned to the Administrative Assistant, who attaches check and 1st stub to remittance and mails to vendor/payee. The second stub is attached to the invoice and filed in paid invoices folder.
5. When credit card statement is received, the Congregational Administrator makes copies and distributes to cardholders to attach receipts and document appropriate account number. Statement copied and attached receipts are given to the Administrative Assistant to record, scan, and attach in QBO, and file in unpaid invoice folder. Once the credit card has auto-paid, the Administrative Assistant marks the paid date and files in vendor folder.
6. At the end of the month, the Congregational Administrator obtains the electronic bank statements via online access and scans for unusual items, then gives statements to the Administrative Assistant to reconcile the accounts. A reconciliation report is printed and attached to the bank statement and returned to the Congregational Administrator to review to ensure balance agrees to general ledger at end of month, scans outstanding checks and deposits for items that need investigated, then signs approval and files. Treasurer receives bank reconciliations and attached statements for review at monthly Board meetings.

7. A check register report is generated at the end of the month for the Treasurer to review.
8. At the monthly finance committee meeting, the Treasurer is provided a folder with bank reconciliations/statements and the check register for review.
9. Once a check has been outstanding for 3 months (not been cashed), the Administrative Assistant performs due diligence to find out why the check was not cashed and makes every effort to get check cleared. If check does not clear, unclaimed property reporting due diligence is performed and reported. Documentation of efforts made are maintained in bank reconciliation file.

5-3.6 Cash Receipts Process

1. After Sunday services, two members of the Hospitality Team count the offering together. They open all envelopes, verify the number of checks as well as the total value and input data on count slip. They also count cash and input data on count slip. The count slip is totaled, then placed with cash and checks in a bag and placed in the lockbox in the reception area.
2. The Congregational Administrator unlocks the lockbox and opens the bag with the Administrative Assistant, and they recount the offering together. They prepare a deposit slip and ensure the total on the deposit slip matches the count slip. If there are discrepancies (over \$20), they notify the Hospitality Team members who counted and determine the solution.
3. The Congregational Administrator records the deposits in Realm (specifying donor name, date, amount, pledge campaign, memo details, etc.) and takes the deposit to the bank. They then provide the deposit slip and bank receipt to the Administrative Assistant. The Administrative Assistant verifies that the deposit total agrees to the bank receipt, then records in QBO and files.
4. A separate deposit is made for non-offering receipts. Cash and checks that come in throughout the week and in the mail are placed in the lockbox. Once a week, the Congregational Administrator and the Administrative Assistant open the Dropbox, count the cash and checks, and create a deposit slip following the process for weekly offerings above.
5. On a weekly basis, the Congregational Administrator pulls an electronic deposits report from Realm showing dates, amounts and accounts for the Administrative Assistant to record in QBO.
6. At the end of the month, the Congregational Administrator obtains the electronic bank statements via online access and scans for unusual items, then gives statements to the Administrative Assistant to reconcile the accounts. A reconciliation report is printed and attached to the bank statement and returned to the Congregational Administrator for her review. The Congregational Administrator reviews to ensure balance agrees to general ledger at end of month, scans outstanding checks and deposits for items that need investigated, then signs approval and files. Treasurer receives bank reconciliations and attached statements for review at monthly Board meetings.

5-3.7 Payroll Process

1. At the beginning of the year, once the budget is approved, the Congregational Administrator prepares a detailed spreadsheet of salary/hourly wages and benefits by employee for the Treasurer to approve. Once approved, the Congregational Administrator updates QBO for changes to individual employees.
2. All hourly Staff prepare timesheets, either physically or in Google Docs.
3. On the 25th of each month, hourly Staff provide their timesheet for the previous 26th of the month through the 25th of the current month to their immediate supervisor for approval. Each supervisor sends the approved timesheets to the Administrative Assistant for their review. The Administrative Assistant reviews the timesheets for proper calculations, approvals, etc. then gives the timesheets to the Congregational Administrator to process payroll.
4. The Congregational Administrator processes payroll in QBO. Once payroll is processed, a payroll report is emailed to the Administrative Assistant (and cc to Treasurer). The Administrative Assistant verifies that the hours submitted by the employee confirms and agrees to the totals on the timesheets. The Congregational Administrator submits ACH information on bank's website for disbursement and the Administrative Assistant prints checks for remaining employees. Checks are given to the Congregational Administrator for signature, she signs checks, and obtains 2nd signature as needed, according to spending authority document.
5. Once signed, the checks are returned to the Administrative Assistant for disbursement to employees or mailing.

5-3.8 Petty Cash Process

1. A petty cash box is maintained at \$75 for minor cash needs of the organization. The Administrative Assistant will make disbursements as needed from petty cash funds while maintaining a receipt for each cash disbursement including the date, amount, requestor, and account to be charged. Only the Administrative Assistant and Minister will have access to the petty cash box key.
2. On a quarterly basis, or as needed, the Congregational Administrator will count the petty cash box, including receipts for cash disbursements made and replenish the fund as needed. Petty cash fund replenishment will follow the cash disbursements process.

SECTION IV: COMMUNICATIONS – Ministry Held

SECTION 1: Introduction to the Right Communication Policy

Purpose

Effective communication is essential to the life of any religious community. The Unitarian Universalist Society of Iowa City (UUSIC) employs a variety of communications resources to grow and strengthen its congregation and to raise awareness of its values and activities in the surrounding community. This policy:

Explains the underlying principles and best practices of effective communication.

1. Provides guidance to committees, groups, and members in using the many forms of communication available to pursue their individual goals.
2. Supports the mission of UUSIC as a free and inclusive religious community committed to the principles of Unitarian Universalism and the policies of the Unitarian Universalist Association (UUA).

Policy

Underlying communications between UUSIC members in all formats are the principles of respectful interaction. The *Right Relations Agreement*, adopted in 2011, highlights the precepts and role of communication:

1. Communicate with mutual respect in order to better understand one another, realizing that we may ultimately agree to disagree.
2. Take responsibility for personally addressing issues as we encounter them through dialog with the appropriate individual or group.
3. Be accountable for our words and actions; realizing that none of us is perfect, seek as well as offer forgiveness, and respond with compassion if our words have been unintentionally hurtful.
4. Actively seek and share information.
5. Express gratitude to others for their efforts in making collaborative work successful.

The Communications Committee terms the use of all communications practices and channels in accordance with these principles, *Right Communication*.

Practices

Efficient and respectful communication is essential to healthy relationships between congregation members. The basic principles for the responsible use of communications practices and channels are:

1. Listen actively and seek to understand the perspectives and opinions of others.
2. Communicate directly with the person or group involved; do not rely on second-hand information.

3. Be respectful and kind in choice of words, tone, and body language.
4. Express gratitude and appreciation to others for their contributions.
5. Honor all expectations of confidentiality, and avoid spreading gossip or negative criticism about members or groups.
6. Unless authorized to speak for the Society, always make it clear that you are speaking as a private individual and the Society does not authorize or endorse your message.

SECTION 2: Internal Communication Policy

Purpose

Whether conversing in person, exchanging emails, or commenting on Facebook posts, members should follow the principles of Right Communication. This policy provides guidance on the use of communication tools to help ensure respectful exchanges of information and opinion between members.

Email Policy

When using email to conduct Society business, keep in mind that the content and style of private emails is often inappropriate for business emails, especially those sent to multiple persons. As a general rule, it is best to use email for organizational tasks such as arranging meetings and not for dealing with complex issues or mediating disputes since it is easy for recipients to object to a message's word choice or tone. Once an email is sent, it is out of the author's control. It can be copied and shared with those it was not intended for, embarrassing the author and others, and creating obstacles for future group effort.

Procedures

1. Use descriptive subject lines identifying the content of emails.
2. Adopt a measured tone and use respectful language.
3. Respond to emails promptly.
4. If you're responding to an emotional situation, however, wait until you can reply in a calm and reasoned manner before sending your response.
5. Never say anything about someone in an email that you wouldn't want that person to see. If someone wants to have an email conversation about someone else, invite them to meet with you in person.
6. If you are communicating about a private or sensitive matter that is likely to cause an emotional reaction in the recipient, it is strongly recommended that you meet with that person instead of emailing. If you cannot avoid using email, word your message with the greatest possible sensitivity to her or his feelings.

Emails sent to or from UUSIC computers are considered property of UUSIC. **Do not send messages that contain confidential information about yourself, other members of the Society, or internal**

Society matters by email or other electronic means, such as texting. Either deliver those messages in person or place them in a password-protected location, such as Dropbox. Use email only to inform others that a message awaits them there.

[See Section 2 of the General and Administrative Policy Manual for Board motions by email.](#)

Mass Email Policy

Emails intended for mass distribution may be sent only by Staff members approved by the Minister or Board of Trustees, or other individuals given permission in special cases.

Procedures

- 1. Use mass emails only for Society purposes:**
 - a. Administrative needs, e.g. announcements of congregational meetings, stewardship and endowment events.
 - b. Time-sensitive Society news, e.g. announcements of memorial or special services, changes in service location or time, local events that directly impact the Society.
 - c. Society-recognized community activities, e.g. Gay Pride Parade, CROP Walk.
2. To ensure privacy, address mass distribution emails to yourself with the names on the mailing list blind-copied.

Weekly E-news Policy

The weekly email sent out by the Administrator to all Society members provides current news and announcements. A slightly edited version with all confidential information deleted is posted on the website and social media. The Administrator establishes the deadline for inclusion. The Minister reviews the content and may remove items from the email.

Procedures:

1. Submit announcements to the Administrator by the deadline.
2. Make them short in order to keep the email a length that is easily read.
3. The Administrator may edit submitted announcements for space.

Monthly Newsletter Policy

The newsletter is produced the first of every month and contains news from Staff and committee members regarding events, deadlines, volunteer opportunities, upcoming activities, and Staff columns. **It is available in printed form, posted as a pdf to the website, and emailed to members upon request.** The Administrator establishes the deadline for inclusion.

Procedures

1. Submit articles and information for the newsletter to the Administrator by the deadline.
2. Sign all submissions.

3. Obtain permission from a parent/guardian before sending pictures of children, and do not identify them by name (see “Media Permission” section below).

Miscellaneous Mailings Policy

Mailings of printed material to UUSIC community are completed at the discretion of the Minister or the Board of Trustees and done by UUSIC Staff.

Order of Service Policy

Announcements to be inserted in the Sunday Order of Service are limited by topic priority (established by the Minister), length, and order of submission. The Minister reviews the content and may remove items from the Order of Service. The Administrator establishes the weekly deadline for inclusion. Additional methods to communicate information may be offered if insertion space is not available.

Procedures

1. Submit announcements to the Administrator by the deadline.
2. Make them short in order to fit the Order’s limited space.
3. The Administrator may edit announcements for length.

Announcements Sunday Service Policy

Announcements during services are made by the Minister unless others are assigned or approved in advance. Announcements may concern church group activities or news of members’ celebrations, personal concerns, life changes, etc.

Procedures

1. If news concerns others, obtain permission to share it before submitting an announcement request.
2. Submit requests to the Administrator by the deadline.
3. Keep announcements brief.
4. The Minister or Worship Associate may choose to cut the announcement from the service for purposes of time.

Coffee Hour Policy

Coffee hour is primarily a social time for the UUSIC community but announcements about Society business or activities may be made to those assembled.

Procedures

1. Ring the bell kept in Channing Hall to get the attention of Coffee Hour attendees in a gradual, respectful manner. Do not shout or make other inappropriate noise.
2. Keep all announcements brief and immediately useful, e.g. Open House is now occurring, Next week there will be a bake sale for Youth

Table Displays Policy

UUSIC-sponsored groups may promote their programs or conduct sign-ups in Channing Hall during coffee hour or at other designated times. All display materials are the responsibility of each group. The Society is not responsible for items displayed or left behind on tables.

Procedures

1. Obtain permission from the Minister or administrative personnel to set up your display in Channing Hall during Coffee Hour or other designated time.
2. Set up table display before coffee hour or other event begins.
3. Assign at least one member representing the group to monitor or hand out materials, answer questions, etc.
4. Remove display materials, clean table, and store it in closet if it will not be used immediately afterward.

Notices Posted in UUSIC Building Signs Policy

Notices or information posted on UUSIC property must be accurate, relevant, and consistent with the goals and values of UUSIC.

Procedures

1. Tape to walls, doors, or windows only temporary notices concerning events, e.g. cancellations, room changes, notification of photo sessions, etc. Remove them promptly after the event is over.
2. Submit large signs announcing upcoming events to the Minister or designated Staff for review. Approved signs will be assigned wall space in Channing Hall.

Public Bulletin Board Policy

The Public Bulletin Board may be used to display information for an indefinite length of time, including small signs or announcements of upcoming events, informational flyers, news articles, etc. The Bulletin Board is located to the right of the fireplace on the stage (east end) of Channing Hall. No permission is needed to post items there.

Procedures

1. Post only items that concern UUSIC, a UUSIC member (or former member) in the news, or a current event or social issue in keeping with UUSIC's mission.
2. Do not use the bulletin Board for personal news, advertisements for private businesses, or endorsements of political candidates or referendum issues.

Membership Materials Policy

Newcomer packets and Welcome Table display material are generated and updated by the Membership Coordinator and Membership Associates. All members have the responsibility to keep their contact information current and to request when they would like their information unlisted.

SECTION 3: External Communication Policy

Purpose

Through print and electronic channels, traditional and social media, members of UUSIC share information about the Society with the outside world. Since unauthorized or improper external communications could pose a risk to the UUSIC's reputation, it is important that both the purpose and content of all external communications align with the Society's mission and principles. This policy provides guidance on communications with external organizations and the general public.

Policy

External messaging should follow the policy on Right Communication. Before sending out a message, you must:

1. Unless authorized to speak for the Society, make it clear you are speaking as a private individual and the Society does not authorize or endorse your message.
2. Consider whether the information it contains is the kind the congregation wants to share.
3. Determine if the congregation's goals are correctly represented and aided by this particular use of media.
4. Use information accurately and honestly to advance a common purpose, not to pursue private ends.
5. Honor all expectations of confidentiality and avoid revealing details of conflicts or controversies within UUSIC.
6. Show respect for the roles, responsibilities, and rights of the Minister, Staff, other members of the congregation, and extend the principles of Right Relations to all non-members as well.

Publicity

UUSIC employs publicity to spread awareness of its activities and values throughout the community in order to grow the congregation and to carry out its mission of advancing positive change in the world. The policy that follows covers requirements, procedures, and means of support for members and groups seeking to publicize their activities for these purposes. In all circumstances listed, the mission of the Society, the principles of respectful communication, and the responsibility of representing the Society in a fair and responsible manner to others, underlie the choices to be made. Only authorized spokespersons for the Society (Minister, President of the Board, other designated leaders) may communicate directly with the media on behalf of the entire congregation.

Modes of communication covered by this policy include:

- Media requests, including inquiries for interviews, commentary, and information, TV/radio, newspapers, magazines, local/national media, and internet sites
- Press releases
- Marketing (paid and free)
- Society-authorized opinion pieces and letters to the editor
- Public demonstrations on behalf of the Society

Acceptable Uses of Publicity:

- Informing the general public of Society events and programming
- Society-sponsored external activities
- Public witnessing of UUA Principles and Purposes through action and word
- Crisis communication procedures

Prohibited Uses of Publicity:

- Partisan Communication, e.g. partisan political messages, endorsement of specific candidate, party, or campaign.
- Advertising for any business or activity that would result in financial gain of Staff or a congregation member, with the exception of Society-sponsored advertising.
- Use of Society name and/or images on unauthorized websites, blogs, social networking sites, direct mailings, etc. Only Staff and designated leaders may use external communications channels on behalf of the Society.

Procedures

Media Relations for Requests

Only authorized spokespersons for the Society (Minister, President of the Board, other designated leaders) may communicate directly with the media on behalf of the entire congregation.

1. Respond promptly to requests for information in order to maintain good relations with the media.
2. If you **are an authorized spokesperson** for the Society, speak to the media on behalf of the Society or assist in identifying the appropriate person to speak to them.
3. If you **are not an authorized spokesperson**, direct media calls to the Administrator, who will forward them to the appropriate person.
4. The Administrator will archive all media calls and responses.

Press Releases

The Communications Committee or UUSIC Staff review all press releases to ensure that they adhere to standards of media requirements, brevity, and UUSIC beliefs and principles.

1. E-mail proposed press releases to the Administrator.
2. The Administrator will forward releases to the appropriate Staff for review.
3. Staff will consult with the Communications Committee if necessary.
4. The Administrator will contact the press release's author within four working days with either its approval or denial.

Marketing

The Communications Committee or UUSIC Staff review all marketing proposals before being approved. Groups that wish to inform the general public of programming open to them are encouraged to use free marketing strategies, which include:

- public service announcements
- community calendars in newspapers
- online community bulletin Boards

Groups may also use paid advertising for special events.

1. Submit proposals to the Administrator with a detailed explanation of:
 - a. Event, program, or service that includes the general public
 - b. Group's aim or purpose in holding the event, etc.
 - c. Manner in which the event will represent UUSIC principles and/or further its goals
 - d. Name of the media outlet your group wishes to use, with name of contact person and her contact information, if available.
2. Include a cost estimate.

3. Request financial assistance from the Communications Committee if your group receives no funding, or if an opportunity arises for a funded group that extends beyond its budget.

Society Authorized Opinion Pieces and Letters to the Editor

Op-ed pieces and letters to the editor in print or online form are important ways congregation members can give public witness for UUSIC principles.

1. Write as a private individual if you've not been approved as a spokesperson for UUSIC.
2. If you mention UUSIC, state clearly you are not speaking for the Society as a whole or other members of the congregation.
3. If you are writing on behalf of UUSIC, submit your op-ed piece or letter to the editor to the Administrator. It will be reviewed by the Minister or Board of Trustees, in consultation with the Communications Committee, if necessary. The Administrator will inform you if your submission has been approved.

Public demonstrations on behalf of the Society

1. Do not use UUSIC or UUA name or symbols without permission.
2. When demonstrating, maintain respectful communication and act with quiet dignity and non-violence.
3. Before a media event, friends and members will be reminded of the presence of media.

Crisis Communication

When a significant event or grave situation occurs at UUSIC, communicate that information to the Minister and the Administrator as soon as possible. These include but are not limited to:

- natural disasters,
 - accidents with injury at the Society or on Society business,
 - law enforcement or firefighter notification and response at the building,
 - death,
 - or serious misconduct by Staff or UUSIC community member
1. In the event of a crisis or emergency situation, Staff and members will decline to speak with the media and refer all inquiries to the Administrator.
 2. Communications based on timely and accurate information will be developed by the Minister and/or the Board President and delivered through the Office.
 3. Emergency contact numbers of the Minister, Board President, and key Staff persons, as well as legal counsel, will be shared with each other so that statements can be issued within a few hours.
 4. All official communications with the media in an emergency should be prompt, frequent, and transparent.

Electronic Media Website Policy

UUSIC has one authorized website, www.uusic.org, to provide information about Sunday services, groups and activities, events, initiatives, Staff, etc. to members and visitors. The website design-- which includes text editing, text style, color, graphics, graphics placement, and navigation--is the responsibility of the Website Manager and the UUSIC Communications Committee.

The Website Manager is responsible for keeping the website up to date. Designated members of the Communications Committee will be trained to provide back up when the Website Manager is not available. The committee also provides resources to the Website Manager by ensuring that content and photographs are available to refresh the website on an ongoing basis.

The Communications Committee will conduct a quarterly review of website content and design. The committee will also use tracking data for usage and member feedback to discern when changes need to be made to the website to ensure that the needs of members and visitors are being met.

Content

Content on the website must meet all the principles set forth in the UUSIC Communications Policy for appropriateness and Right Communication.

Staff supplies content such as sermons, monthly newsletters, announcements of upcoming events, and links to stories about the Society and Society members. Members may submit or suggest other content to the Website Manager, who decides whether or not to place it on the website. The Manager will provide an explanation for any content that is not accepted.

The Manager consults with the Communications Committee if uncertain about the acceptability of any content. The Committee will in turn consult with the Minister and Board if it can't reach a decision.

Each group and committee has a general information page. Groups are encouraged to use their pages to promote their interests and attract new members. Each page should include the name of the group, date last updated, copyright notice (if applicable), and contact name(s), including e-mail address and, if permission is granted, phone number. All other content, such as activities, photographs, etc., is optional but encouraged. Groups are responsible for maintaining the accuracy of their pages. The Website Manager will update or remove pages upon request of the group leader or spokesperson. If other Society members discover outdated or inaccurate content, the Website Manager will consult with the group before editing or removing it.

Appropriate Content

The Website Manager will not accept content that:

1. Sponsors, promotes, or serves a political party or action committee, a candidate for an elected office, the defeating of a candidate for an elected office, or a ballot proposal.
2. Promotes businesses or for-profit organizations.
3. May be considered obscene or offensive.

Privacy

Be cautious when submitting private information for posting on the website.

1. Photos and videos of adult members may be used, but individuals may request their images be taken down by the Website Manager at any time.
2. In announcements about special events or interest groups, include phone numbers and email addresses of contact persons only with their permission.
3. Obtain permission from parents before posting photos or videos of children.
4. Do not identify minors by first or last names.

For additional explanation, see the Media Permission Policy.

Submitting Content Procedures

1. Submit content or requests for change in content by email to the Website Manager or the Chair of the Communications Committee.
2. Identify the title of the web page, specify the paragraph number, and include the text of the desired edit.
3. Submit copy for large additions or edits as Microsoft Word documents (doc or docx) attached to an email.
4. Submit original digital photos (jpg or png) as email attachments.

Accessibility

The website should be accessible for everyone--easy to find and user-friendly. All reasonable effort will be made to ensure that the Society's website is fully accessible to users with disabilities. Information that is not accessible because of an individual's special needs may be provided in an alternative format.

External Website Links

The Society's website is designed to provide members and visitors with information about Unitarian Universalism and our values, beliefs, programs, and activities. UUSIC may wish to provide links to other sites that provide additional information regarding the denomination, related organizations, organizations we support, or the local community. UUSIC permits the establishment of links to external websites that are in conformance with the Communications Policy and promote the values of UUSIC

Links to other websites must be approved by the Communications Committee. The principal link consideration is that the content is accurate, appropriate, and relevant for the Society's intended audience. The Communications Committee will review the appropriateness of each request according to the guidelines in the "External Website Links" section below.

Links will not be granted to websites that:

- Sponsor, promote or serve; a political party or action committee, a candidate for an elected office, the defeating of a candidate for an elected office, or a ballot proposal
- Promote for-profit organizations

- Are personal homepages
- Contain pictures or text material that may be considered obscene or objectionable

UUSIC members or representatives of organizations wishing to establish external links on the Society's website must submit a written request (email is acceptable) to the Chair of the Communications Committee. The request should contain the URL address and a statement detailing how the link helps serve the needs of both organizations.

The Communications Committee will review the appropriateness of each request. The committee reserves the right to deny a link request if it is determined that the organization for which the application is made does not meet the criteria set forth in this policy, or if the information at the linked site does not provide truthful and accurate information. Staff has the right to:

1. remove any content that is deemed in violation of the principles of appropriateness or privacy without consultation of the content providers.
2. Remove any link at any time and for any reason and without notice to the sponsor of the linked organization, or
3. Revise this policy without prior notice when to do so is deemed to be in the best interests of UUSIC.

Website Disclaimer

Links

The website may provide, or third parties may provide, links to other Internet sites. Other sites may also have links to ours. The UUSIC has no control over such sites; the UUSIC does not endorse, and is not responsible for, any such sites or the information, material, products or services contained on or accessible through those sites. We encourage our visitors to be aware when they leave our site to read the privacy statements of each and every website that collects personally identifiable information.

Images & Words

Graphic images used on our site are not necessarily the exact depictions of people, places or things involved with or in UUSIC jurisdiction. Although we use our best and reasonable efforts to ensure accuracy of content, we make no representations or warranties as to the accuracy or reliability of the content. While UUSIC makes the information contained in this website available to anyone, we retain copyright on all text, graphic images and other content.

No Liability

Under no circumstances will UUSIC be liable for any consequence relating directly or indirectly to any action or inaction you take based on the information, services or other material on this website. While the UUSIC will attempt to keep its website current, accurate, and complete, the UUSIC cannot guarantee, and will not be responsible for any damage or loss related to, the timeliness, accuracy, or completeness of the information, services, or other material on this website.

Social Media

The Communications Committee and designated members are responsible for ensuring that our authorized social media profiles are current, compelling, and respectful. Any UUSIC page on a social media platform is subject to the approval and management of the Communications Committee. Posts should be timely, relevant, and in line with UUSIC principles in order to foster engaged and meaningful communication with members and guests in online spaces. Posts or comments by individuals are subject to removal by the Communications Committee if deemed inappropriate or harmful. If a UUSIC group, activity, or committee has a public Facebook page, the Communications Committee will have at least one member serving as an Administrator for the page in order to effectively and efficiently manage content publicly associated with UUSIC. Any private UUSIC-related groups are not required to add a Committee member as an Administrator but are advised to have at least two Administrators at all times.

Facebook

Purpose

UUSIC's Facebook page is a tool for engaging our members, guests, and the Iowa City community. As such, it should be active, relevant, and multi-faceted.

- **Active:** UUSIC should post at least once every day, ideally between 11am-4pm. In addition, Administrators should respond to individual comments or posts when appropriate and in a timely manner.
- **Relevant:** Posts should reflect UUSIC's values, announce congregational updates, celebrate our members, or otherwise relate to community issues. (Note: See "External Website Links" under "Website" for a complete list of inappropriate links.)
- **Multi-faceted:** Links, pictures, event pages, photo albums should be utilized in addition to traditional text-based posts to take advantage of Facebook's variety of engagement tools.

Twitter, Tumblr, YouTube, Blogs

Other social media are not currently utilized by the Society. Once a robust Facebook community has been established, the Communications Committee will explore additional social media opportunities, such as Twitter. At that time, social media management tools (ThinkUp, HootSuite, etc.) will be considered to streamline the posting process.