

2.3 Care for People

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2.3.1 Staff and Volunteer Treatment

With respect to staff and volunteers, the Senior Minister shall not allow conditions that are inhumane, unfair, unsafe, or unprofessional, or that fail to uphold principles of anti-racism, anti-oppression, inclusion, or equity.

Accordingly, the Senior Minister shall not:

1. Operate without a clear and accessible grievance process for staff.
2. Allow employment practices that compromise minister-congregant boundaries.
3. Offer employment contracts that circumvent Colorado's at-will standard without Board approval.
4. Set or manage compensation in ways that are misaligned with UUA guidelines.
5. Allow conflicts of interest to go unreported or unresolved.
6. Operate without written and communicated personnel policies that clarify staff expectations and grievance procedures.
7. Operate without documented role descriptions or guidance for volunteers in leadership roles.
8. Fail to provide leadership development opportunities to interested members in a variety of roles appropriate to living out our mission, values and vision.

2.3.2 Congregational Care

With respect to members and guests, the Senior Minister shall not allow environments -- on site or online -- that are unsafe, exclusionary, inaccessible, or lacking in accountability and care, nor fail to consider long-term spiritual development and engagement, prevention of misconduct, and pathways for healing when harm occurs.

Accordingly, the Senior Minister shall not:

1. Neglect emergency preparedness and response procedures, safety protocols, accessibility, or substance use policies.
2. Allow work with children or vulnerable adults without proper screening and training.
3. Withhold clear processes for voicing concerns, including whistleblower protections and appropriate escalation to the Board.
4. Compromise privacy or personal data without consent.
5. Fail to report major safety, misconduct, or care-related concerns to the Board.
6. Fail to maintain accurate membership rolls in alignment with Bylaws and report annual membership to the UUA.

2.3.3 Grievance and Complaint Resolution

The Senior Minister shall not fail to provide systems for resolving grievances and complaints by staff or members, in a fair, timely, and transparent manner, nor fail to uphold accountability through proper escalation.

Accordingly, the Senior Minister shall not:

1. Obstruct members or staff from escalating complaints to the Board when:
 - a. grievances involve Board policy violations or inadequacy, or
 - b. misconduct involves the Senior Minister or a Board member.
2. Fail to inform the Board of significant grievances or misconduct concerns.
3. Fail to support the Board in fulfilling its responsibility to:
 - a. review submitted grievances,
 - b. investigate misconduct escalations, and
 - c. respond appropriately and transparently to those who raise concerns.

2.3.4 Congregational Healing

In the wake of any ministerial, staff, or lay leader misconduct, the Senior Minister tends to the health of the Congregation as a whole through pastoral work informed by principles of restorative justice, honesty, transparency, compassion, respect, and personal responsibility. If the misconduct involves the Senior Minister, the Board can enlist outside support.