

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.

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