

**Policy Title:** Misconduct of Church Minister

**Congregation Effective Date:** Jan 2018

**Policy Number:** 3.4

**Revisions:** New

**Purpose:** Reporting & processing procedures to address the misconduct of a Church Minister

**Board Review:** December 2017

**Congregations' Acceptance:** TBD

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**POLICY STATEMENT:** All FPBUU Ministers shall conduct themselves in accordance with the FPBUU Code of Ethics and the guidelines of the Unitarian Universalist Minister's Association (UUMA).

**PROCEDURES:** Under this policy, the FPBUU encourages its Minister(s) to nurture safety within Ministerial Relationships by being attentive to self-care, education, maintaining appropriate boundaries, and the importance of referring those in need to supportive and helpful resources. Failure to do so may be considered misconduct, unethical, and incompetent. The Board, when it has credible evidence that a minister has engaged in misconduct, may suspend, pending further investigation.

1. Any person connected with FPBUU, for example members, friends, leaders or staff, who feels the minister has engaged in unethical conduct may report this concern to the FPBUU Board President. The Board President will keep confidential the person reporting the concern and ensure there is no retribution to that person as a consequence of the report. Upon receipt of any concern of ministerial misconduct, the Board President will investigate the concern to determine its merits. After the investigation concludes, the Board President will make a recommendation to the FPBUU Board of Trustees of what appropriate action should be taken in response to the reported misconduct. Possible responses include:
  - a) Provide feedback to the minister and monitor the situation going forward,
  - b) Take no action (likely due to lack of credible evidence of misconduct),

c) Recommend that the Board discuss the findings from the Board President with the minister in Executive Session,

d) Recommend to the Board that the UUA / UUMN get involved.

2. The FPBUU Board of Trustees has full power to accept the recommendation from the Board President or take any other action as they might feel appropriate. All Board discussions of misconduct shall be conducted as part of the Executive Session to protect those involved in the complaint.

3. Sexual Exploitation or Sexual Harassment by a minister is not addressed in this policy but is addressed in FPBUU's Sexually Safe Congregation Policy # 3.3.

#### **GUIDELINES:**

Suggested violations constituting misconduct may be:

1. The FPBUU Minister violates the Code of Ethics.

#### **STANDARDS**

"TBD"

#### **DEFINITIONS**

"TBD"