

**Mission Peak Unitarian Universalist Congregation Board Policies**  
(with updates through January 13, 2026)

**Mission:** To oversee and manage the general operations of the congregation in accordance with the congregation's mission and by-laws.

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## **MPUUC Board Policies**

The Board has authority to make management decisions as allowed by the bylaws. The board may delegate some decisions to a committee or council. Exceptions to policies will be considered on an individual basis by the Board. [March 3, 2020]

### **1.0 Board Operations**

The Board Executive Team (President, ex-officio non-voting Minister and a third board member) shall meet to prepare the agenda at least 3 days before each board and council meeting. They will operate according to their charter. [March 7, 2023]

Proposals which involve New Activities, Projects, or Procedures for the congregation that call for money that was not originally placed in the budget may be presented using the [Proposal Form](#) established by the Board. This form asks for information the board may need to make a timely decision. [March 7, 2020]

Email polls of Board members are not the preferred means of taking action on an issue since discussion among members is not possible and inaccurate interpretations may result. Where immediate action is necessary in the best interests of the Congregation, action may be taken by the President (Email sent and tabulated by the President unless President delegates) based on an email vote using the same quorum rules specified in the By-Laws. If any Board member objects to the use of an email vote in a specific instance, then no action can be taken until the next regular Board meeting or an emergency session. Actions taken based on an email vote shall be confirmed at the next Board meeting and included in the minutes. [9/25/2019]

Board minutes are kept by the Secretary and should include decisions, action items, topics of discussion, attendees and date and time of the meetings.

- Draft minutes should be sent out as soon as feasible to Board members, and should include a requested deadline for comments, corrections and questions.
- “Board Briefs” (short summary of Board actions and decisions) are to be posted in Week on the Peak for 3 weeks after the Board meeting.
- Corrected draft minutes are to be included in the Board folder for the following Board meeting, wherein they are to be voted on for approval.
- Approved minutes are then sent to the webmaster to be posted on the website.
- Reports (e.g. minister’s report, Treasurer’s report, various task force reports) are considered to be public documents and are attached to the final minutes.
  - If a report includes confidential information, a redacted version or an anonymized summary should be marked as such and attached instead. [March 7, 2023]

### **2.0 Board Policy Review**

Policies established by the Board will be reviewed and updated every two years. This was last done in 2026.

### **3.0 Relationship With Committees and Councils**

Each committee or council the Board creates will have a charter that includes:

- Mission Statement
- Activities (how it serves its mission)
- Interactions
- Term Limits (may be none)
- Positions and Duties

It often includes Desired Qualifications and Meeting Frequency.

The committee or council shall submit charters and revisions to the board for approval. When approved they shall be sent to the webmaster to post on the web site. The charter should be reviewed by each committee or council every 2 years. [January 13, 2026]

Committee and council meetings are open to members and non-members unless an exception is made in its charter. Committee chair or co-chairs are selected according to the process specified in the by-laws or the committee's charter if it specifies a method. Committee chairs must be active members of the congregation. Committee meeting times and the name of contact persons should be sent to the Office Administrator to be added to the congregational calendar. [March 7, 2023]

Chairpersons of board-created committees are only expected to commit to one-year terms when asked to serve. Chairpersons may serve consecutive terms if desired and consistent with the committee's charter, but if an individual does not wish to continue as committee chair, it is the responsibility of the Board and Leadership Development Committee to find a replacement, not the outgoing chair. New chairpersons should be selected by the start of the fiscal year, July 1. [March 7, 2023]

#### **4.0 Sunday Services**

There will be a board representative assigned each week for Sunday Services. The board representative will do welcome and announcements. They will also collect, count and safely store the offering with another congregation member that the representative recruits. The offering accounting form will be signed by the two people counting the collection and a picture of the form will be emailed to the treasurer and the Office Administrator. [March 7, 2023]

In order to ensure an environment that is focused on the spiritual and communal aspects of our gathering, no selling of any kind will be allowed during congregational services. No non-congregation-related selling will be permitted before or after services without prior board approval with the following exception. The board representative may allow one non-profit group to sell fundraising items if the group includes a member's child who is helping to sell fundraising items. The member may request to reserve a week for their child and their child's group to sell by contacting the full Board or the board representative assigned to that week. In general, all requests will be considered on a first come first serve basis. [March 7, 2023]

Any minister affiliated with the congregation may sell books they have written, after the service up to 6 times per year. [March 7, 2020]

The preferred method of Sunday Announcements is by inclusion in the written announcements. The board representative will make all oral announcements. The board representative may occasionally allow special announcements by others. This should be rare. All announcements should be written out. During services, there will be no distribution of sign-up sheets or collection containers of any type other than the offertory plates. [March 7, 2023]

Literature on the Welcome Table, or provided in other ways to the Congregation, shall be MPUUC approved - by the Board, a MPUUC Minister, or Membership Committee representative- and consistent with our UU Principles. Non-MPUUC material must be identified as such and is limited to no more than one quarter of available space. The Board representative may or may not approve non-MPUUC literature. Appeals can be made to the full Board. [March 7, 2023]

#### **5.0 Publications**

MPUUC and UU Brochures and other publications, including electronic material, must be consistent with MPUUC principles and approved by an MPUUC Minister, the Religious Education Coordinator, or Committee Chair. The Board is the final arbiter of such decisions. [March 7, 2023]

#### **5.1 UUA Publications**

The Membership Committee will order gift subscriptions to *UU World* for all non-members who fulfill a pledge

\$100 or more to Mission Peak and request the subscription. In addition, the Minister may, from time to time, and at their discretion, order gift subscriptions to UU World for non-members on behalf of Mission Peak. [March 7, 2023]

## **5.2 Week on the Peak Editorial Policy**

The board has delegated the Executive Team to be the editors of the Week on the Peak including setting editorial policy. The following is the Executive team editorial policy. It is meant as a guideline for how articles are written and presented. It is recognized that under unusual circumstances some articles may not follow the policy.

1. First article will be a welcome article. Both the minister and members can write these with the goal of about 25% done by the minister. When a member writes it should have a paragraph about the person and then 1 or 2 paragraphs about the congregation.
2. Most articles should be headline plus up to 5 sentences and/or 75 words.
3. A small graphic for most articles is nice.
4. For longer articles, especially if over 150 words, a link to a website or a Constant Contact post should be considered.
5. The order of articles should be:
  - a. Welcome message
  - b. This Sunday's Service
  - c. Mission Peak UU articles (events, requests, information, etc)
  - d. Articles about events sponsored by Mission Peak UU groups such as a committee or task force.
  - e. Articles about local events or actions (Fremont, Newark, Union City, Milpitas etc)
  - f. All other articles
6. In each category listed above the articles should be in rough chronological order with events happening soonest appearing first. Relative importance of the activity (as determined by the editors) may affect the order in which articles appear.
7. All articles should have Mission Peak UU contact. This could be the author, the person who submitted it or the person at Mission Peak UU to contact.
8. The start of the newsletter should be "Dear person's name,"
9. Articles can be repeated for up to 3 weeks. After that, they should be updated if they need to continue to appear.
10. Content should be for members, friends and the general public. [Executive Team editorial policy appended to overall Board Policies on January 8th, 2021, updated March 7, 2023]

## **6.0 Keys and Lockup**

The board appointed Keymaster will manage keys to the First United Methodist Church campus, issue and retrieve them as necessary on the basis of the need for access, keep a list of those who have keys and send it to the Webmaster to post in the members only section of the website.

All Board members will receive a set of keys for Cole Hall, the 3 types of cabinets, lockbox and the office. A Board member leaving the Board will be required to return their set of board keys.

Only members or staff with a need for access will be issued keys. The Keymaster will include the reason for access on the posted list of those that have keys.

The board representative or their designee, if the board representative is appearing virtually, will ensure that rooms on Sunday are closed and locked as necessary, completing the lock up checklist. [March 7, 2023]

## 7.0 Finances

The Treasurer and Assistant Treasurer (if applicable) are delegated responsibility for the oversight of financial processes, procedures, and controls, and for the reporting of actual financial activity, with support from the Office Administrator for most day-to-day financial transactions /operational tasks. The Treasurer will present a financial report to the Board at regular board meetings, and notify the Board of any significant problems within a month of the problem being found. [March 7, 2023]

The Stewardship Committee is responsible for fundraising and for developing a communal sense of abundance and generosity. The Treasurer works on behalf of the Board to help create the budget.

Canvass pledges and contributions are made to the general fund and may not be restricted. Non-canvass pledges and contributions may be designated as going into existing Board-created funds. Any other restricted contributions will only be accepted with specific Board approval. Solicitation of donations for special projects must be approved by the Board.

To count Sunday morning offerings, two members - usually the Board member serving that Sunday plus another MPUUC member, will collect the offering plates. They will either count the offering immediately or lock the cash and checks immediately in a lock box, then after the service, open the box and count the cash and checks. A written record will be made of the cash amount and number of checks, signed by both individuals, and a picture of the record will be emailed to both [office@mpuuc.org](mailto:office@mpuuc.org) and [treasurer@mpuuc.org](mailto:treasurer@mpuuc.org) with “Offering date” where date is the date of the offering put in the subject line of the email. The Treasurer or their designee shall itemize checks and cash and deposit both in the congregation's bank account. Other offerings will be handled in a similar manner. [March 7, 2023]

When a special collection is taken during a service, the two members should count the special collection amount and include it in the written record. MPUUC will accept donations for a special collection for up to 1 month after the associated service. The Congregational Administrator will then post in Week on the Peak the total amount collected for the special collection. [March 7, 2023]

Non-cash donations must be approved by the Board, a Council or the Executive team. Donations to the building fund can be used for capital expenditures related to the purchase or construction of a facility. [March 7, 2023]

The president, treasurer, assistant treasurer (when one is serving), and secretary are authorized by the Board to sign checks. [March 7, 2023]

Toward the end of the fiscal year, all pledgers will be encouraged to pay off their pledges. At any time during the year, adjustments to outstanding pledge amounts can be made at the request of the pledger (no questions asked), or upon joint recommendation from the Treasurer and Canvass Chair (if approved by the Board.) [November 9, 2000, March 10, 2005]

MPUUC will sell all donations of negotiable securities as soon as practical after they are received. [March 7, 2023]

## 7.1 Procedure for “Share the Plate” Sundays

In order to properly handle the funds collected on Share the Plate Sundays, and to ensure proper accounting and distribution of these funds, the following guidelines shall be followed:

- Groups selected to be the recipient of Share the Plate donations will be informed before they arrive at Mission Peak, that the donation from the congregation will come in the form of a check sent out to the

organization within approximately four weeks of the fundraiser.

- Whatever loose cash is placed into the offering plates that morning and individual checks made out to Mission Peak UU (unless pledge or other purpose is specified in the memo line) will be tallied by the board rep and the total communicated to the receiving group.
- Before the offering is collected during Sunday Service, the congregation will be informed that all cash donations (except those made in a pledge envelope) and the amount from checks without “pledge” in the memo line made that morning will be given, in full, to the receiving organization. Furthermore, the congregation will be informed that the amount of any checks placed in the offering plate that do not specify pledge or another purpose will be passed on to the organization. If an individual wishes to give money to both Mission Peak and the receiving organization, they must use two separate checks.
- After the offering is complete, the individual representing the receiving organization may be invited back to the congregation’s office to witness the money being counted and separated into funds for the receiving organization and funds for Mission Peak. A record of cash and checks collected for the receiving organization will be made and retained by Mission Peak.
- As many people currently donate by mail rather than in person, the Office Administrator will accept checks made out for the benefit of the Share the Plate recipient for up to four weeks, then will arrive at a total donation.
- Once accounting is complete, the board officer or designee involved in the counting will send a photo of the report to both [office@mpuuc.org](mailto:office@mpuuc.org) and [treasurer@mpuuc.org](mailto:treasurer@mpuuc.org).
- As a follow-up, the Congregational Administrator will report back to the Treasurer, to the congregation via Week on the Peak and to the organization’s representative the total donation collected for the receiving organization. [March 7, 2023]

## **7.2 MPUUC Gift Acceptance and Disposition Policy** [August 20, 2024]

The Mission Peak Unitarian Universalist Congregation (MPUUC), a not-for-profit organization organized in the State of California, encourages the solicitation and acceptance of gifts to further and fulfill its mission.

### **PURPOSE OF GIFT POLICIES**

This statement articulates the policies of the Board of Trustees (the “Board”) of MPUUC concerning the acceptance of charitable gifts and provides guidance to prospective donors and their advisors when making gifts to MPUUC.

### **RESPONSIBILITY TO DONORS**

**Commitment to a Donor-Centered, Philanthropic Approach:** MPUUC, its staff and volunteer representatives shall endeavor to assist donors in accomplishing their philanthropic objectives in a donor centered way. In many circumstances, this may involve the donor’s professional advisors, as charitable support is often integrated with a donor’s overall tax, estate and financial planning.

**Confidentiality:** Information concerning all transactions between a donor and MPUUC shall be held by MPUUC in confidence and may be disclosed only with the permission of the donor or the donor’s designee.

**Anonymity:** MPUUC shall respect the wishes of any donor offering anonymous support and will implement reasonable procedures to safeguard such donor’s identity.

**Ethical Standards:** MPUUC is committed to the highest ethical standards. MPUUC, its staff and volunteer representatives shall adhere to both the [Model Standards of Practice for the Charitable Gift Planner](#), as adopted by the Partnership for Philanthropic Planning (“PPP”), and the [Code of Ethical Principles and Standards](#) as adopted by the Association of Fundraising Professionals (“AFP”). MPUUC will not participate in gift discussions if there is a question as to the title/ownership of the asset or the donor’s competency to transfer an asset.

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## LEGAL CONSIDERATIONS

**Compliance:** MPUUC shall comply with all local, state and federal laws and regulations concerning all charitable gifts it encourages, solicits or accepts. All required disclosures, registrations and procedures shall be made and/or followed in a thorough and timely manner.

**Endorsement of Providers:** MPUUC shall not endorse legal, tax or financial advisors to prospective donors.

**Finder's Fees and Commissions:** MPUUC shall not pay fees to any person as consideration for directing a gift by a donor to MPUUC.

**Legal, Tax and Financial Advice:** MPUUC shall inform prospective donors that it does not provide legal, tax or financial advice, and shall encourage prospective donors to discuss all charitable gift planning decisions with their own advisors before entering into any commitments to make gifts to MPUUC.

**Preparation of Legal Documents:** MPUUC shall not prepare legal documents for execution by donors.

MPUUC may provide model language, such as sample bequest language, gift agreements or charitable remainder trusts, but shall strongly encourage prospective donors to have this language reviewed by their own counsel.

**Payment of Fees:** It will be the responsibility of the donor to secure an appraisal (where required) and to pay for the advice of independent legal, financial or other professional advisers as needed for all gifts made to MPUUC.

**Service as Executor or Living Trust Trustee:** MPUUC will not agree to serve as executor of a decedent's estate or as a trustee of a living trust or other trust intended to serve as a person's primary estate planning document.

**Use of Counsel:** MPUUC shall seek the advice of legal counsel in matters relating the acceptance of gifts when appropriate.

## GIFT ACCEPTANCE

**Implementation:** Gift acceptance, as outlined in these policies, is the responsibility of the Board or its designee. MPUUC is authorized to accept assets of all types, including gifts of cash, marketable securities, closely-held securities and limited partnership interest, interests in real estate, and tangible and intangible property. In considering whether to accept gifts, MPUUC will follow the additional guidelines below. It is a priority for MPUUC to have a written agreement with the donor regarding the intended use of a restricted gift, and for the written agreement to be in a general form approved by the Board.

**Approval of Exceptions:** Acceptance of gifts outside the scope of this policy requires the written approval of the Board.

**Gift Agreements:** MPUUC generally uses non-binding statements of intent (i.e., pledge forms) to document gift commitments. The Board shall create and maintain samples for use by staff and volunteer leadership.

All statements of intent shall be in writing and shall include the donor's commitment and timeframe for payments and MPUUC's intended use of the funds. In most cases, the statement of intent shall be a pledge form approved by the Board or a Committee designated by the Board.

Except for bequests, MPUUC requires an executed agreement between MPUUC and the donor for all commitments subject to restrictions including restricted endowment gifts. The form of agreement shall be approved by the Board. Donors may intend to make gifts by bequest; in such cases, MPUUC will appreciate receiving notice of the donor's intended bequest, but it is recognized that an agreement to make a bequest may not be legally binding by the donor.

**Unrestricted and Restricted Gifts:** MPUUC welcomes outright gifts, in which MPUUC's full ownership of the asset is immediate once the asset is given and where neither the donor nor any other party retains an interest. Securing outright gifts without restriction is MPUUC's highest priority, permitting the Board to direct the use of

resources to accomplish MPUUC's mission. Outright gifts with restrictions shall be accepted on a case-by-case basis, so long as the gift furthers MPUUC's mission and institutional goals established by the Board. MPUUC may accept gifts restricted to non-budgeted programs and purposes only upon the prior, written approval of the Board. MPUUC reserves the right to decline gifts which are too restrictive in purpose, too difficult to administer, or for purposes outside of its mission. Donors may notify MPUUC of future intended gifts, such as bequests, retirement plan and life insurance designations. If such gifts are unrestricted, the Board will determine when the gift is received how the gift will be used.

**Assets Accepted:** MPUUC will consider accepting all asset types, including cash; marketable securities; closely-held or restricted securities or limited partnership interests; interests in real estate; tangible personal property; and intangible personal property (such as copyright interests or life insurance).

Cash. As a general rule, MPUUC will accept unrestricted outright gifts of cash.

Marketable Securities. As a general rule, MPUUC will accept unrestricted gifts of securities once it has determined that the securities are readily marketable (publicly-traded or otherwise marketable without substantial restriction).

Closely Held or Restricted Securities or Limited Partnership Interests. As a general rule, gifts of closely-held or restricted securities or limited partnership interest will be accepted only if they meet MPUUC's policy guidelines as stated in this document (particularly as to the value of the asset vis-à-vis the expected cost of administering or maintaining the asset). MPUUC will evaluate each proposed gift on a case-by-case basis using criteria relevant to the proposed gift. Decisions regarding acceptance of such gifts will be made by the Board.

Interests in Real Estate. As a general rule, real estate or other interests in real property (leaseholds, life estates, easements, etc.) will be accepted only if:

- i. The asset has been established as having no significant environmental concerns as determined by an outside consultant agreeable to both the donor and the Board, or the cost of cleaning up any environmental concerns has been determined and found acceptable by the Board.
- ii. The asset has been physically inspected and evaluated by appropriate qualified experts of MPUUC's choosing;
- iii. The asset has no mortgage or other encumbrance, such as leasehold or life estate interests or easements benefiting other parties, that would significantly diminish the asset's value or cause ownership or management to be costly or an administrative burden; and
- iv. The MPUUC has evaluated and approved the property for other relevant criteria, such as present market value based on an appraisal as determined by an appraiser agreeable to both the donor and the Board within the last 12 months; marketability; cost of acquisition; income potential while the property is held; zoning; appreciation/depreciation potential; maintenance and repair expenses; loan expense; property taxes, unrelated business income tax and other possible tax implications; marketing, commission and closing costs for a future sale; improvement, renovation or retrofitting costs; safety, other liabilities and appropriate insurance costs.
- v. The title and transfer documents are satisfactory to MPUUC.
- vi. For gifts subject to a retained life estate, the donor or primary life beneficiary shall be responsible for all expenses other than capital expenditures during the life tenancy, including but not limited to maintenance, real estate taxes, assessments and insurance.
- vii. Decisions regarding acceptance of interests in real property will be by the Board.

Tangible Personal Property. As a general rule, MPUUC will accept gifts of tangible personal property (jewelry, books, works of art, collections, equipment and other property which may be touched). In determining whether a gift should be accepted the Board will consider whether:

- i. The asset would be useful to MPUUC without substantial additional cost or administrative burden, or that the cost is justified under the circumstances, or
- ii. The asset can be disposed of in a timely and cost-effective manner.

Intangible Personal Property. As a general rule, MPUUC will accept gifts of intangible personal property (e.g.,

copyrights, trademarks, patents). In determining whether a gift should be accepted, the Board will consider criteria relevant to the proposed gift (particularly as to the value of the asset vis-à-vis the expected cost of administering or maintaining the asset).

**Life Insurance.** An outright gift of a paid-up life insurance policy with current cash value may be accepted and submitted for redemption by the issuing insurer. Policies with outstanding loans may result in adverse tax consequences to the donor and will not be accepted unless the donor has acknowledged in writing that there may be possible adverse consequences and that he or she has had an opportunity to consult with his or her own advisors. A gift of life insurance when MPUUC is designated both as owner and beneficiary and the donor pledges to contribute all future premiums requires approval of the Board.

**IRA Charitable Rollover.** MPUUC may accept all gifts directly transferred from an IRA, as permitted under the Pension Protection Act of 2006 and subsequent extensions.

Assets that are not readily marketable will be accepted only after the Board has determined that:

- i. the asset is of a type that will be in furtherance of MPUUC's mission and is not difficult or costly to administer or maintain; or
- ii. the value of the asset is such that the cost of administering or maintaining the asset would be justified, taking into consideration both the time during which the gift would be held, and competing MPUUC needs and priorities during the holding period. Other types of assets not outlined may be accepted by MPUUC on a case-by-cases basis and may require deliberation of the Board and/or consultation with legal counsel.

**Planned Giving (Split-interest Gifts, Charitable Lead Gifts; Charitable Remainder Gifts; Charitable Gift Annuity; Other):** MPUUC welcomes planned gifts in which MPUUC's ownership of an asset is not outright.

Such gifts will be addressed on a case-by-case basis and must be approved by the Board. Examples:

1. "Split interest gift" – a gift in which MPUUC is granted an irrevocable right, while at the same time the donor retains rights or grants other parties rights.
2. "Charitable remainder gift" – a gift that begins with an interest that is retained or directed by the donor or other party and then passes to MPUUC upon completion of the non-charitable phase.
3. "Charitable gift annuity" – contract between MPUUC and a donor where MPUUC agrees to pay The donor a lifetime annuity in return for a gift of cash, securities or other property.
  - i. Minimum funding amount: \$10,000
  - ii. Minimum age(s): 60
  - iii. Maximum number of lives: two
  - iv. MPUUC may partner with another non-profit organization (e.g., the local Community Foundation) to establish the gift annuity in order to comply with California, or other state, gift annuity state registration requirements. MPUUC understands that in this situation, MPUUC may share the ultimate charitable remainder with its charitable partner.
4. "Charitable lead gift" – a gift that benefits MPUUC first, following which a remainder interest passes to the donor or beneficiaries.

**Not All Gifts Accepted:** Not all proposed gifts will be accepted. Some proposed gifts, while deeply appreciated, will not meet MPUUC's policy guidelines and will be declined, with regret.

**Sources of Gifts:** MPUUC is authorized to receive gifts made legally from any source. The Board may decline to accept a gift, for example, if in appropriate or undesirable political or social consequences may result from the gift.

**Disposition of Gifts:** MPUUC's general policy is to sell or otherwise monetize the value of a gift so as to convert a gift to cash as soon as practicable. Assets that are or can be made readily marketable and that can be promptly sold or otherwise disposed of are preferred.

Costs: Unless otherwise approved by the Board, or unless the costs are minimal, as determined by the Board, the donor is expected to pay the costs associated with the gift, such as costs of documenting essential information regarding a gift, costs of environmental assessments, and costs of appraisals and other means of establishing the value of a gift.

Valuations: The tax-deductible value of an asset acknowledged to the donor will be established in accordance with regulations issued by the Internal Revenue Service, or in the absence of such regulations, in accordance with the guidance provided by MPUUC's legal and accounting advisors. For outright gifts, MPUUC shall follow the Council for Advancement and Support of Education ("CASE") Reporting Standards and Management Guidelines for Educational Institutions, Fourth Edition, 2009. For future gifts, MPUUC shall follow the PPP Guidelines for Reporting and Counting Charitable Gifts, Second Edition, 2009. MPUUC shall follow the PPP Valuation Standards for Charitable Planned Gifts. All exceptions to these standards shall be made by the Board.

Board Approval: Board approval is not required for:

1. Restricted gifts in support of items or projects previously approved by the Board;
2. Unrestricted gifts of cash or marketable securities;
3. Restricted gifts of cash or marketable securities designated for existing endowments or for projects previously approved by the Board
4. Board approval is required for all other proposed gifts.

#### **DONOR RECOGNITION**

General: The Board will establish criteria for the recognition, honoring and stewarding of donors.

### **7.3 Policy on Charitable Donations/Solicitations** [March 7, 2023]

It is MPUUC's stated policy that to give of our resources to those in need is an important part of our calling as a Unitarian Universalist community. We also understand, however, that for our financial contributions to be as effective as possible, and to reassure our members and friends that their contributions are going to a reputable organization, all requests for money during or immediately following an MPUUC function must be handled in one of the following ways:

- A request by an outside person or organization for our once-monthly shared collection to go to a specific non-profit organization should be made in writing to the Minister or Board at least two months before the service wherein the collection will take place.
- A request to the Minister for a special or specific need should be made in writing to the Minister. We also recognize that many with needs may not have knowledge of, or access to, the proper technology to use this process. We pledge to help them as we are able. In cases where other persons or organizations attempt to raise money for themselves without having followed the proper procedures, the Minister (or, in his/her absence, an MPUUC Officer or Trustee) will intercede. Intercession will adhere to the following practices:
  - The interceding authority will find a second MPUUC Officer, Trustee, or member to accompany him/her before approaching the soliciting party.
  - The soliciting party will be asked to immediately cease their fundraising activities until such time as they have been granted permission by MPUUC.
  - The two interceding authorities will stay with the soliciting party until the party has left the premises.
  - The interceding authorities should not engage the soliciting party in debate, as this will only prolong the incident. It is recommended that they simply repeat the MPUUC policy firmly and politely.
  - Physical contact of any kind with the soliciting party is prohibited.
  - The interceding authorities will call Fremont police only as a last resort or if necessary to ensure the safety and security of MPUUC members, guests, and property.

## 7.4 Honor and Memorial Donations Procedure

When a special donation to MPUUC is received, the Board will need to make a number of decisions, firstly whether to accept the donation at all. The donation should be treated expeditiously, but the actual amount of time needed is likely to depend on the amount donated and the restrictions, if any, placed on it by the donors. A member of the Board should contact the donor or the donor's family to ascertain whether the gift is unrestricted or if there was a wish to direct it to a certain area.

If the gift is unrestricted, the Board should consider whether the money should go to:

- Purchase some needed item for MPUUC;
- The General Fund;
- An existing restricted fund [link to chartered funds];
- A newly created restricted fund;
- The Ministerial Discretion Fund or;
- Some combination of these.

Once the destination of the funds is determined, a thank you letter on MPUUC letterhead should be sent to the donor, and to the honoree or the family of the deceased, acknowledging the donation and stating the destination of the gift. The language should include the following:

- Mission Peak Unitarian Universalist Congregation has received a generous donation in (choose one):
  - From (name and address of person who made the donation).
  - In honor of (person being honored)
  - In memory of (person being memorialized) [March 7, 2023]

## 7.5 Ministerial Discretionary Fund Policy

### Purpose and Legal Use

MPUUC's Ministerial Discretionary Fund is for the purpose of providing some show of support for those who are in circumstantial financial need. The fund is dispensed by the minister and allows for the minister's discretion to provide funding for people, programs or special events that would not otherwise have necessary financial support in the operational or restricted budgets. Some preferential consideration exists for those members who contribute to the community's operation and programming.

Donating to MPUUC's ministerial discretionary fund is tax deductible. People who donate to the ministerial discretionary fund need to be aware of the IRS tax laws regarding donations.

- According to IRS [Publication 526](#), contributions earmarked for a certain individual including those that are needy or worthy are not deductible. However, if an individual gives a contribution to a qualified organization that in turn helps needy individuals, the contribution would be deductible, if that individual does not designate a specific person(s) they want their gift to go to.
- [Revenue Ruling 62-113](#), states that the test in each case (whether or not deductible) is whether the organization has full control of the donated funds, and discretion as to their use, so as to ensure that they will be used to carry out its functions and purposes.

### To give to the Ministerial Discretionary Fund

The Christmas Eve collection is designated for the Ministerial Discretionary Fund. Members' honorariums and gifts given to the minister in appreciation for rites of passage (Memorials, Weddings, Child Dedications, etc.) will be donated to the Ministerial Discretionary Fund. Checks are to be made out to MPUUC with "Ministerial Discretionary Fund" in the memo line.

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### **Disbursement of the Ministerial Discretionary Fund.**

The fund is dispersed at the minister's discretion. It may be disbursed for members and friends of the congregation as well as to aid unfunded areas of congregational programs that meet critical needs of members or friends. Donations to the ministerial discretionary fund are tax deductible (as long as the donor does not designate a specific beneficiary).

Distributions of the Ministerial Discretionary fund are subject to a limit of two disbursements for any one recipient and a limit of \$300 / yr. to any one member; \$100 / yr. to any one 'friend' and \$50 / yr. to any visitor. The purpose of these limits is: (1) to make sure we prioritize our ability to offer assistance to contributing members / friends; (2) to make a distinction that the church is "a" source of care and help and not "the" source of care and help in people's lives; (3) To ensure that any one major crisis does not expend all support for other members/friends; (4) to make the distinction between circumstantial need and chronic need.

### **Cash Distributions**

Cash distributions are generally dispersed on Sunday mornings upon special request from a member or visitor in need. Cash disbursements may also take the form of grocery gift certificates or gas cards. The minister will keep a recorded amount of petty cash on hand in a locked drawer in the office. Records will be kept of all cash disbursements and someone will be asked to witness all disbursements (and sign the accompanying account sheet within the petty cash folder). [6/9/2021]

### **8.0 Lay Ministers Approval**

The Board has the authority to approve lay ministers to perform rites of passage. Selection criteria for designating members to perform rites--candidate must have worship, leadership, or ministerial education or experience and active membership in the congregation. Requests for appointment as a lay minister must include a listing of qualifications and must be presented in writing to the Board. [September 5, 1996].

### **9.0 Sponsored Organizations**

Organizations sponsored by MPUUC must be approved by the Board and confirmed by the congregation at the next congregation meeting. Once approved, they must furnish the Board copies of their meeting minutes and budget. They must also present an annual report to the Board, including a financial report for the year and a description of their accomplishments.

### **10.0 Delegates to Pacific Central District Assembly (PCD), Western Region Assembly and UUA General Assembly**

Delegates must be approved by the board. The Leadership Development Committee will notify members of the congregation of the opportunity to become a delegate to the PCD Assembly, Western Region Assembly or General Assembly. The current board president will be given the first opportunity to serve as delegate to the PCD Assembly, the Western Region Assembly and to the General Assembly. [March 7, 2023]

### **11.0 Sponsorship of Unitarian Universalist Ministry Students**

The Board has the authority to approve the sponsorship of ministerial candidates. The following is the recommended sponsorship letter verbiage from the UUA website [January 2020]:

*"One of the requirements for Fellowship as a Unitarian Universalist minister is sponsorship by a Unitarian Universalist (UU) congregation. The purpose of this requirement is to ensure familiarity on the part of our UU ministers with UU congregational life, and encourage congregations to take a responsible role in the recruitment, preparation and assessment of our future ministers.*

*Sponsorship of a Candidate indicates confidence in the person's potential and suitability for UU ministry. The Ministerial Fellowship Committee and the UUA Ministry and Professional Leadership*

*Staff Group will regard congregational sponsorship as evidence that the person seeking fellowship is actively committed to Unitarian Universalism and the institutions which uphold our faith tradition."*

Sponsorship should include the formal review of the sponsoree's suitability for the ministry. This should include both how the sponsoree follows the UU principles and purposes and how the sponsoree follows any congregational principles (such as purpose in the bylaws and mission as stated in our mission statement.) The review should also include a review of the performance of the sponsoree in any volunteer or paid work they have done with the congregation. [April 21, 2020]

## **12.0 Board-Created Committees and Individual Positions**

The Board is responsible for maintaining an accurate list of active, chartered committees, the committee chairs, and Individual Positions (such as Webmaster and Historian) and keeping this list accessible to the Congregation.

### **12.1 Relationship with Committees**

Chairpersons of board-created committees are only expected to commit to one-year terms when asked to serve. Chairpersons may serve consecutive terms if desired, but if the individual does not continue as committee chair, it is the responsibility of the Board and the Leadership Development Committee to find a replacement, not the outgoing chair. New chairpersons should be selected by the start of the fiscal year, July 1. Committee charters take precedence over this policy. [March 7, 2023]

## **13.0 Individual positions established by and reporting to the Board**

### **13.1 Webmaster**

Produce MPUUC website, be responsible for web site content and maintenance. Be responsible for Google Workspace administration. Be responsible for domain registration.

### **13.2 Historian**

To organize photos and other documentary information on the Congregation's history. [established February 2002]

### **13.3 Assistant Treasurer**

- **General** –The Assistant Treasurer shall be an optional appointive position of MPUUC.
- **Duties and Authority** –The Assistant Treasurer may keep the Congregational checkbook, sign checks, pay bills, validate and pay out reimbursements, make deposits, keep financial records and prepare financial reports as determined by the Treasurer, who may assign and remove any of these duties at will.  
The Treasurer shall keep the Executive Team informed what specific duties are assigned to the Assistant Treasurer.
- **Qualification** –The Assistant Treasurer must be an active member of the Congregation.
- **Appointment** –The Assistant Treasurer shall be nominated by the Treasurer and assume duties And authority upon approval by a simple majority vote of the Board.
- **Removal** –The Assistant Treasurer's term shall conclude with the Treasurer's term. The Assistant Treasurer may also be removed by notice of the Treasurer to the President or by simple majority vote of the Board.
- **Responsibility** –The Assistant Treasurer shall be responsible to the Treasurer who shall have authority over the Assistant Treasurer and shall be generally responsible for the conduct of all treasury duties. [added August 12, 2020]

## 14.0 Safety Policy for Children and Youth [November 2024]

### Purpose

The purpose of this policy is to provide a safe and secure environment for children, adults, members, volunteers, visitors, and paid staff by:

1. Evaluating the suitability of volunteers and paid staff to supervise, oversee, and/or exert control over the activities of children.
2. Satisfying the concerns of parents and staff members with a screening process for paid staff and volunteers that includes being fingerprinted and cleared through the Department of Justice.
3. All volunteers and paid staff must take the Ministry Safe training about child abuse prevention and reporting. Report suspected abuse to the Department of Social Services (Fremont Office of Alameda County Dept. of Social Services (510) 795-2428)
4. Providing a system to respond to alleged victims of sexual or other abuse and their families, as well as any alleged perpetrator.
5. Reducing the possibility of false accusations of abuse made against volunteers and paid Staff.
- 6.

### Applicability

This policy applies to all Mission Peak events that involve children or youth including events sponsored off-site by Mission Peak. It does not apply to other events that might involve children or youth from Mission Peak.

### Definitions

The following terms used in this policy are defined as follows:

- Paid Staff: Any Minister, Dir of MCB (MCB), Childcare Provider or any contract employee paid By Mission Peak Unitarian Universalist Congregation.
- Child/Youth/Minor: Any person who has not reached his or her 18th birthday.
- Adult: Any person who has reached his/her 18th birthday.
- Volunteer: Any unpaid person engaged in carrying out a program at Mission Peak.
- Mission Peak: Mission Peak Unitarian Universalist Congregation.
- Child Abuse or Neglect: includes any of these actions with respect to a child or youth – sexual abuse or exploitation, neglect, willful harm or injury, endangerment of his or her health; and unlawful corporal punishment, all as defined in the California Penal Code Section 11165.

### MPUUC Safety Response Team

A. A Safety Response Team for the Mission Peak Unitarian Universalist Congregation (MPUUC). This Team will be composed of the Minister, Director of MCB, a representative of the MPUUC Board, and a member of the Encouragement Committee. It is preferable that two of the lay members of the team be familiar with issues likely to arise to include but not be limited to sexual assault, sexual harassment, human resources, and legal liability.

B. Current members of the Safety Response Team are as follows

<u>Team Member</u>	<u>Role</u>	<u>Phone</u>	<u>email</u>
Rev. Greg Ward*	Minister	831-601-5197	<a href="mailto:minister@mpuuc.org">minister@mpuuc.org</a>
Ariel Smith-Iyer*	Director of Multigenerational Community Programming	415-722-7581	<a href="mailto:dre@mpuuc.org">dre@mpuuc.org</a>
Jay Steele	Board of Trustees Representative	408-627-2559	<a href="mailto:president@mpuuc.org">president@mpuuc.org</a>
Colleen Arnold	Encouragement Committee Representative	510-589-7481	<a href="mailto:colleenag@sbcglobal.net">colleenag@sbcglobal.net</a>

\* indicates Mandated Reporter

- C. In cases involving a conflict of interest, a Safety Response Team member must be excused from participation and replaced by a suitable alternate. Each team member must function, individually and collectively, to offer impartial and confidential support, advice, and counsel with concern for the safety of all parties involved. The Safety Response Team will generally have the following responsibilities:
- a. Know basic information about child abuse – ways it commonly occurs, symptoms, etc.
  - b. Know about community resources for child abuse, treatment for sex offenders, and support groups for survivors.
  - c. Know about general laws and Mandated Reporting laws and be able to identify MPUUC’s Mandated Reporters (currently, the professional minister(s), Dir. of MCB and all personnel hired to care for children and youth under the age of 18. There may be other members or friends of MPUUC who, because of current or previous professional licensing outside of MPUUC, have been or are currently considered mandated reporters. Although MPUUC cannot always know the identity of all members who are mandated reporters, we will seek to always optimize the safety of all persons when the potential for harm is present.
  - d. Receive allegations of possible abuse and develop a process for expedient address of such allegations.
  - e. Be a resource for people who need to voice their concerns.
  - f. Be available to counsel and support children, childcare providers, teachers, parents, etc.
  - g. Be familiar with all relevant MPUUC’s policies, and processes involving intentional or unintentional misconduct or abuse.
  - h. Be aware of the Congregation’s recent efforts to comply with the Ministry Safe education opportunities and recommendations of the Our Whole Lives curriculum to help care providers.
  - i. When appropriate, work with the Minister to develop a Limited Access Agreement for convicted sex offenders interested in entering a limited relationship with MPUUC activities.

All activities of the response team will be conducted in a confidential fashion and may only be disclosed when required and appropriate as determined by the Safety Response Team.

### **Responding to Complaints of Sexual or Physical Abuse or Harassment**

A. There are several situations which may prompt a response from the Safety Response Team including but not limited to

- A child, youth or adult reports possible abuse by a MPUUC staff person or leader, member or attendee; or
- A child or youth reports possible abuse by a family member or other individual to a care provider of MPUUC; or
- An MPUUC Staff, leader, member, friend, or attendee has reasonable evidence to suspect that a child or youth is experiencing abuse; or
- An MPUUC Staff, leader, member, friend or attendee learns that someone within the community is under investigation for allegedly abusing others.

B. Because child abuse is addressed directly in California state law, such cases require that reporting laws be followed.

### **Abuse of a Child or Youth**

The following acts or omissions will not be tolerated during any Mission Peak activity. Such acts or omissions are to be stopped and reported immediately to the adult responsible for child and youth supervision at the time the act occurs, and to the Minister(s), Director of MCB, or President of the Board.

- Any sexual advance or sexual activity of any kind by an adult directed toward a child or youth.
- Any sexual or other abuse directed by a child or youth toward another child or youth.
- Infliction of physically abusive behavior or bodily injury to a child or Youth.
- Physical neglect of a child or youth, including failure to provide adequate supervision.

- Mental or emotional injury to a child or youth deliberately caused or exacerbated by any adult.
- The display of pornographic materials.
- Corporal punishment.

## **Requirements**

There must be at least two adults present in each religious education classroom, at youth group meetings, and at any other program for children and youth. A youth of age 12 or older may act as a second adult for supervising children age 6 and under. Exceptions may be made for emergencies or for unplanned circumstances when approved by the Minister, Director of MCB, or the adult in charge, or when one adult drives on a field trip, in which case at least two children or youth must ride in the vehicle.

A staff professional may meet alone with a child or youth in a room with an open door. A Congregation member may meet alone with a child or youth only with permission of the child's or youth's parent or guardian and approval of the Director of MCB or the Minister (e.g. for Coming of Age mentors).

Childcare at adult events shall be arranged at the discretion of the event organizer. Details of childcare arrangements must be made known to and approved by the child's parent or guardian and the person in charge of the venue where the event is taking place.

There must be no use of alcohol or illegal drugs at child or youth-centered events. Alcohol may be served to adults over age 21 at family events such as the Black and White Service Auction.

A parent or guardian must sign a permission slip in order for a child or youth to attend an off-site event sponsored by Mission Peak. The destination and expected return time must be provided to their parent or guardian. The leaders should take a list of the names of the children or youths, emergency contacts, and medical conditions with them.

Drivers for off-site events must be at least 21 years old with a current, unrestricted driver's license and proof of insurance coverage (such as a valid insurance card). No driver may be under the influence of alcohol or use any form of drug that may impair physical or mental performance during or before transporting children or youth. All California laws involving seatbelts and child safety restraints must be followed.

Adults and youth who work in supervisory roles with children or youth are required to read this policy and any associated guidelines.

## **Reporting Abuse or Neglect**

Any adult responsible for supervising children or youth, whether Paid or volunteer, who acquires knowledge or a reasonable suspicion that a child or youth has been physically, sexually or mentally abused, molested, exploited, or injured shall immediately report the incident to the adult in charge of the event. The adult in charge will promptly notify the Minister or Director of MCB or, if not possible, the President of the Board.

If child abuse or neglect takes place at a Mission Peak event, the Minister or Director of MCB, or if they are not available, the adult in charge shall call and report it to the police or Child Protective Services immediately and notify the parent or guardian of the affected child or youth.

The Director of MCB or Minister will prepare a written report and send it to Child Protective Services or to the police within 36 hours of any of the above incidents. Reported allegations will be held in confidence, available to Mission Peak officials only on a need-to-know basis. If the alleged abuse takes place at a Mission Peak event, the adult in charge will consult with the Minister, Director of MCB or the President of the Board about what, if

anything, is to be said to others.

If paid staff or a volunteer is reported to the police or Child Protective Services as a possible offender, they will be immediately suspended from working with children and youth until the case is resolved. (See the section below: Sex Offender)

### **Mandated Reporting**

California law (Penal Code 11166.5) specifies that “clergy member,” “religious practitioner” and “any custodian of records of a clergy member” are “mandated reporters.” A mandated reporter who has knowledge of or observes a child whom the mandated reporter knows or reasonably suspects has been the victim of child abuse or neglect” is required to report that abuse or neglect to Child Protective Services or the police within 36 hours of acquiring that knowledge.

Staff or volunteers who witnessed a reportable incident can access [Alameda County’s Suspected Child Abuse Report Form](#) in the Board Policies Folder in the Shared Drive.

Any Mission Peak mandated reporter is required upon employment to gain Mandated Reporter Certification. This certification will be retained in Mission Peak’s Files.

### **Reporting Child Abuse to Community Authorities**

A. It is not the function of the Minister, Director of MCB or President / Board of Trustees member or Encouragement Committee member to conduct an investigation into accusations of child abuse. Rather it is both California law and the recommendations of this policy to immediately complete and file a report of any situation in which any person has reasonable cause to suspect that a child has experienced abuse or neglect. Such a report needs to be filed with [Police](#) or [Sheriff](#), or the [Alameda County Social Services Agency](#) or [Child Protective Services](#). Information regarding Emergency Response in Alameda County can be found at <https://acgov.org/emergencysite/>. These agencies can be contacted to clarify questions and the appropriate steps to take.

B. Once a report is made to the appropriate authorities, MPUUC will rely on the decisions of those authorities as to the validity of the complaint. It is also the Congregation’s responsibility under these guidelines to develop an appropriate plan of response to the allegations.

C. In all cases, the Minister and / or the President of the Board will seek the advice and council of Regional Staff.

D. The Board representative will notify Church Mutual, MPUUC’s insurance company.

E. In the event the person suspected or accused of causing harm is the Minister, reports will be filed by the President of the Board of Trustees to the appropriate authorities. In addition, MPUUC’s Board should be notified as well as Regional Staff.

### **Steps Taken Following an Incident or Report of Abuse**

1. Creation of an Interim Safety Plan: When a report is filed by any person on behalf of any child and the suspected abuser is member, attendee or employee of MPUUC, the Response Team will convene to develop an interim safety plan while allegations of abuse are being investigated. This interim plan may include, but not be limited to implementation of a draft Limited Access Agreement. The purpose of this plan is not only to safeguard our children, but also protect the accused from any retaliatory response. If the person accused is another youth, the plan must be developed with input from both sets of parents or guardians. The plan will be clearly communicated to the accused person or, if a minor, his or her parents or guardians. The Minister and/or Director of MCB may implement similar steps while awaiting initial action of the Safety Response Team.

2. Permanent Safety Plan: Upon final disposition by appropriate authorities, a permanent Limited Access Agreement will be developed by the Safety Response Team. A disposition requiring a response would be substantiation by the appropriate County Welfare Agencies ([Child Protective Services](#)) or conviction by a Court of Law.
3. In all cases, the Safety Response Team may recommend seeking legal counsel before proceeding with either a draft or permanent Limited Access Agreement.

Incidents of possible sexual or physical harassment of minors which do not warrant involvement of law enforcement or County Welfare agencies, shall be referred to the Director of MCB and the Minister. They may request that the Safety Response Team be made aware of such allegations. The Safety Response Team's involvement is to

1. clarify to all involved that MPUUC considers harassment of any form unacceptable;
2. provide information about appropriate counseling or other resources for both the person(s) being harassed and the alleged offender;
3. Inform parent(s)/guardian(s) of any minor(s) of any plans to limit specific individuals' behavior or access to persons or activities;
4. be available to discuss concerns regarding situations that have felt uncomfortable but may not constitute abuse or harassment as defined in this Policy;
5. help individuals clarify the source of their discomfort, brainstorm effective means of resolving the problem, and share information about appropriate resources.

Incidents of alleged sexual or physical harassment of staff are also addressed in the Personnel Policy Handbook.

Situations may occur involving an individual associated with sexually aggressive behavior. Those situations will be addressed as follows

1. An individual who has been convicted of or pled guilty to a charge of sexual misconduct or who has been determined to have engaged in any form of child abuse in any civil, criminal, administrative or ecclesiastical forum will not have contact with children or youth or any of the parties involved.
2. If an individual has been accused of sexual misconduct and is currently involved in civil or criminal litigation of such a charge, that individual will not have contact with children or youth or the parties involved until there is final disposition of the case (resolution).
3. In the event that a person has been convicted of a sexual offense and completed a term of incarceration and seeks to enter the life of MPUUC, the Safety Response Team will meet to make a determination as to whether or not the individual may be safely involved in the life of the congregation. If it is determined that the person can participate in congregational life, a Limited Access Plan will be developed.
4. In all cases, the Safety Response Team may seek legal counsel before proceeding with either a draft or permanent Limited Access Agreement.

### **Pastoral Needs of the Congregation Regarding Reports of Abuse**

Following a report of suspected abuse, the Safety Response Team will also inquire about and track the pastoral needs of the following people:

1. The person/child who has experienced harm; This may include providing information or referrals regarding treatment for social, mental and emotional trauma, as needed. Additionally, the Safety Response Team may assist the victim to contact the Division of [Child Protective Services](#) or the [Police](#).
2. Those members, friends, or attendees immediately affected by the incident (such as family members) whose needs can be addressed either directly or indirectly;
3. The Minister and Dir. of MCB whose workload may increase dramatically in dealing with the pastoral needs of the victim or accused person;
4. Any in the congregation who witnessed one or more incidents or, who having heard about them, are

reminded of their own past hurts or history;

5. Other congregation members and friends who are relationally close to the person(s) accused or harmed.

6. The accused person. Support may include helping the accused person become aware of and access the appropriate professional, community, and spiritual resources. While there may be feelings of ill-will toward the accused person, if that individual is a part of our community, he or she also deserves our support; withdrawing support at this critical point in that person's life might have significant impact on his or her behavior in the future. It remains the mission of this congregation to recognize and support the inherent worth and dignity of that person and treat him/her with compassion, even though we do not condone inappropriate behaviors;

7. Other persons/children who could potentially have experienced or witnessed harm and may be reluctant to come forward: If warranted, the response plan will include a way of reaching out to these individuals in a manner that is supportive.

### **Response to Disclosure of Abuse**

In the event that a child/youth discloses abuse to an adult, that adult to whom the child/youth has disclosed abuse will:

- Remain calm and attempt to not show strong reaction.
- Request the presence or attention of the Director of MCB or the Minister as a second adult during the conversation.
- Put the child at ease by listening and seeking to understand.
- Ask permission before touching the child, including reassuring pats. Any touch may be associated with physical or emotional pain.
- Reassure the child/youth that he/she is not in trouble.
- Use the child/youth's vocabulary.
- Let the child/youth know what you will do: "We are going to share this information with \_\_\_\_\_ so they can best know how to help you and ensure your safety."
- Support the child: "I am very sorry that has happened to you." or "It is okay to feel confused/scared/etc."
- Do everything possible to make certain the child is safe from further abuse.

The adult to whom the child/youth has disclosed the abuse will NOT:

- Press the child/youth for details. It is not the adult responder's responsibility to prove or disprove abuse has occurred.
- Ask "why" questions. These questions require children/youth to explain actions they may not understand.
- Promise that you will not tell anyone else about the disclosure.
- Ask leading or suggesting questions.
- Make angry or critical remarks or comments about the alleged perpetrator. The child/youth often knows, loves, or likes this person.
- Disclose information indiscriminately, keeping in mind the rules of confidentiality in this policy.
- Make the child feel different or singled out.
- Investigate a case him/herself. That is the job of the Police and Child Protective Services.

The plan established will be such that other individuals are not put at risk for further incidents.

### **Screening**

The following screening procedures are to be used with those who are entrusted with the care and supervision of children or youth.

1. Paid staff and volunteers who will work with children or youth, without a second adult present must complete and sign the Screening Application.
2. Mission Peak will conduct a criminal background check on all paid staff and volunteers who are entrusted with the care and supervision of children. All criminal background checks will be updated about every three years.
3. Before working with children, volunteers are required to have been a member or active friend of Mission Peak for at least six months.
4. No person may be entrusted with the care and supervision of children who has been convicted of the offenses outlined below, been on a probated sentence or received deferred adjudication for any such offenses, or has presently pending any criminal charges for any such offenses. The following offenses disqualify a person from care, supervision, control, or oversight of children or youth:
  - o Any offense against minors as defined by state law.
  - o A misdemeanor or felony offense as defined by state law that is classified as sexual assault, indecency with a minor or adult, assault of a minor or adult, injury to a minor or adult, abandoning or endangering a minor, sexual performance with a minor, possession of or promoting child pornography, enticing a minor, incest, or family violence.
  - o Any other behavior that raises questions about the appropriateness of working with children.
5. The decision regarding approval of a volunteer to work with children or youth shall be made by consensus of the Minister and the Director of MCB.
6. Information obtained for screening volunteers will be kept in strict confidence, except as required by law. All information discovered or obtained through the above referenced means will be kept in a secure location. A copy of the screening report will be provided to the person who is the subject of the report.

### **Sex Offenders**

A sex offender who has been convicted of child abuse or a sex offense, or is the subject of unresolved allegations of child abuse or a sex offense, is not allowed to be involved in any activity which is primarily focused on children or youth. Such offender will be given a copy of this policy and may attend other Mission Peak events subject to a signed agreement with Mission Peak stating any limitations and requirements on his or her participation). The Minister and Director of MCB will develop the agreement (with consultation as appropriate), will determine whether others should be informed and how, and will follow up to verify compliance.

## **15.0 Mission Peak UU Vaccination Safety Policy and Procedures**

**(Approved 5/9/2019)**

### **Vaccination Safety Policy**

To protect children and caregivers in the nursery Mission Peak Unitarian Universalist Congregation requires children using our Nursery (Room 5 of the Ockerman Building) to be fully vaccinated according to the schedule at ShotsForSchool.org. This policy is based on the honor system and proof of vaccination will not be required.

California Health and Safety Code requires children in California to receive certain immunizations in order to attend schools and child care centers. See ShotsForSchool.org for details. children may be exempt from immunization requirements with a written statement from a licensed physician.

To protect children and teachers in our religious education program MPUUC requires children to be fully vaccinated unless they have the required written statement from a licensed physician. In that case you must note it on our RE class registration form so that we can inform teachers and children who have compromised immune systems and might be at risk that there is a student who is not vaccinated. Please note, in times of emergency or epidemic your child(ren) may be asked to not attend Sunday School or youth activities. This

policy is based on the honor system and proof of vaccination will not be required.

**New part of children’s RE registration form:**

My child(ren) is/are vaccinated and current according to the State of California requirements listed on ShotsForSchool.org. (An answer of no will not stop registration of your child(ren) if you read and agree to follow the MPUUC vaccination policy)

- Yes
- No (I have read and will follow the MPUUC vaccination policy)

New checkbox for nursery sign in sheet:

Have new checkbox on nursery sign in sheet with “vaccines up to date”. Have vaccine policy in nursery binder too.

**16.0 Policy Regarding Disruptive/Unacceptable Behavior Possible Actions for Disruptive Behavior** [April 26, 2006]

Mission Peak Unitarian Universalist Congregation offers services and programs that encourage openness and the search for truth and meaning. This requires a safe and orderly environment, and the use of democratic processes. If disruptive behavior threatens the environment of any service, program or congregational committee, it should be addressed firmly and promptly. Each situation will be considered on its own merits, and handled as those in charge deem in the best interests of the congregation, its mission and its members.

The following are actions that have been helpful in similar situations and therefore may be helpful to MPUUC leadership in deciding how to deal with a particular situation:

**Determining Unacceptable Behavior**

Events which constitute unacceptable behavior will be determined by the leader of the event. If, in the opinion of the leader, perhaps in consultation with others, the disruption interferes with the work of the group, or of the quiet enjoyment of participants, then the leader should take action.

Behaviors resulting from illegal activities such as assault, burglary, sexual harassment, child abuse, theft, and so forth will be dealt with using appropriate legal and/or law enforcement resources.

**Initial Action Taken**

Actions taken initially might include:

- Speaking privately to the person after the meeting,
- Asking the disruptive person to desist,
- Taking a break and speaking privately with the disruptive person,
- Asking the disruptor to leave the meeting, or
- Ending the meeting.

The action to take is left to the discretion of the group leader. Anytime any of these actions are undertaken without the Minister being present, the Minister should be notified. Members of the MPUUC Board and / or the Minister might consider initiating follow-up communication with the offending party detailing what steps must be taken before he or she may return to active engagement with the congregation.

**Possible Further Actions**

If the initial action does not resolve the situation, the Board will decide the necessary response on a case-by-case basis. The following are three possible levels of response (in order of increasing escalation):

LEVEL ONE – The minister and/or a member of the Board shall meet with the offending individual, discuss the disruptive behavior, ask them to desist, and point out further consequences if he or she

does not.

**LEVEL TWO** – If the disruptive behavior persists, the Board will draft a letter specifying the offensive behavior and the consequences if it persists. This letter will be presented to the disruptive person by the Minister and a member of the Board. The consequences may include exclusion from Mission Peak premises and events, and/or removal from membership.

**LEVEL THREE** – If the disruptive behavior persists, the Board shall inform the individual that they will be excluded from Mission Peak events and/or membership for a specified or indefinite amount of time. This will be spelled out in a letter given to the individual.

If at any step the offender refuses to cooperate, the Board may move to level three.

## **17.0 Alcohol Use Policy [May 12, 2011]**

This policy applies to official Mission Peak Unitarian Universalist Congregation (MPUUC) events only– that is, those events hosted by MPUUC at the church location\* or other public venue. This does not pertain to events held in individual members’ homes or when small groups of members meet to socialize privately.

### **Guiding Principles:**

1. Minimize MPUUC’s liability and the possibility of an alcohol-related tragedy
2. Ensure that no alcohol is served to underage people
3. Make events comfortable for drinkers and non-drinkers
4. Ensure that alcohol is not abused at official MPUUC events

### **Liability:**

- The host for any church event where alcohol will be served must ensure that proper liquor liability insurance coverage is in place. Liquor liability insurance may be purchased as an add-on to our existing insurance policy or can be provided by the establishment where the event is being held.
- The event host must have the permission of the Board President or the Minister in order to serve alcohol at an official MPUUC event.
- If alcohol is to be sold or distributed by donation then a temporary one-day liquor license must be obtained. This can be done by calling the Alameda County Office of Alcohol & Beverage Control at (510) 622-4970 at least one month before the event is to be held.

**What can be served:** Non-alcoholic beverages must also be served and attractively and prominently displayed. Food must be served along with alcohol.

How can it be served:

- The area in which alcohol is being served must be staffed at all times. Alcohol may only be served by an adult staffing the table. No self-serve.
- The event host must ensure that no alcohol is served to anyone under the age of 21.
- Someone should be designated to monitor consumption and behavior at the event. If someone becomes intoxicated, they will be asked to leave, but will not be allowed to drive – a taxi will be called. Intoxication can include the following symptoms: slurred speech, clumsy movement, or aggressive behavior.
- No alcohol is to be left behind after the event.

**REMINDER:** No alcohol of any kind is allowed at Cole Hall or anywhere on the FUMC Campus.

## **18.0 Policies Related to Covid-19 [April 13, 2022]**

### **18.1 Inclusion of Remote Participants**

While we are legally permitted to gather in person under certain restrictions, it is important to think about the social/emotional/spiritual costs of gathering. Who would we exclude? How would this fit with our mission and identity? Leaders who are planning an in-person event are to consider these questions. If you decide to go forward with an in-person meeting, Mission Peak expects the organizers to think creatively about ways to include those who may not be able to participate in person. A statement about your plan for inclusion of remote participants should be included in your plans.

[March 7, 2023]

### **19.0 Rites of Passage – Memorial Services** [January 13, 2026]

Part of our mission at Mission Peak Unitarian Universalist Congregation is to offer love, trust, respect, and support to one another in time of need. When a loved one has died, we gather together in community to celebrate the life of our loved one, to honor their legacy, and to comfort the bereaved. A memorial service at Mission Peak is highly individualized to reflect the beliefs of the deceased and their family, while always elevating a sense of reverence for all life. Memorial services provide a space for grieving, for appreciating, for healing, and for finding meaning.

#### ***For covenanted members of Mission Peak Unitarian Universalist Congregation:***

MPUUC, if requested, can provide staff support (Minister), rental of Cole Hall, music, a technician (to stream the service), printing of the programs, as well as basic coffee and tea service. When meeting with the Minister about the services available, details as to all aspects of how services can be provided will be discussed. The MPUUC Music Director has the first option for providing live music for a service, for a fee. We ask the family to cover the cost of any food for the reception and to provide any flowers that are desired.

#### ***For members of the larger community:***

Please inquire for the standard fee. We will consult with you to ensure that we are an appropriate fit for your needs and circumstances. Please note, our Music Director must be included in any plans for live music.

If you would like to discuss holding a memorial service at Mission Peak Unitarian Universalist Congregation, please reach out to both our minister ([minister@mpuuc.org](mailto:minister@mpuuc.org)) and our administrator ([office@mpuuc.org](mailto:office@mpuuc.org)). Please include your name and contact information, the name of the deceased and your relationship to them, and any preliminary preferred dates for the service.