



Unitarian Universalist Association of Membership Professionals Code Of Ethics  
Approved June 23, 2020

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Revised

*We, the members of the UU Association of Membership Professionals (UUAMP) affirm this Code of Professional Conduct. UUAMP members, regardless of professional or lay position, pledge to hold themselves ethically accountable to the code.*

- I. SELF
- A. As a Member of UUAMP, working with the Unitarian Universalist Association and the Canadian Unitarian Council, I promise to uphold the Unitarian Universalist (UU) Principles and sources. I will use the principles to guide my ministry and behavior in my membership work.
  - B. I am responsible for staying informed of any change to this policy. I also have the responsibility to read and understand this code and live to its standard.
  - C. As a leader and/or professional in a position of trust and power, I am both morally and legally in a leadership and/or professional relationship to which I am called. I will never abuse the authority of my position.
  - D. It is my responsibility to create a standard of leadership and/or professionalism at my congregation or ministry for any person that might follow in my position. This includes standards of fair compensation, professional practices, and ongoing education and industry standards. This also includes creating, advocating, or educating around professional practices that include Employee handbook/manual for the benefit of all professionals.
  - E. I will keep healthy boundaries around my capabilities and limitations, including those of my family.
  - F. When needed, I will seek personal assistance and counseling from a professional outside of my congregation.

G. I recognize the fiduciary responsibilities of my position and will adhere to all financial policies of my congregation or the UUAMP Board.

H. I will be aware of and observe the legal requirements of my State or Province regarding reporting of physical or sexual misconduct.

I. I will not engage in sexual contact, sexualized behavior, or a sexual relationship with any person I serve as a religious professional.

J. If I am a professional staff member and a congregational member at the congregation I serve, I will craft a covenant with my employer, if not explicitly addressed in the employee handbook, that will allow for dialogue around issues that might arise from dual roles.

## II.

### COLLEAGUES

A. I will stand in support of my professional and leadership colleagues in religious education, ministry, music, administration, and membership.

B. I will respect confidentiality of fellow UUAMP Members and religious professional colleagues.

C. When concerned about a colleague's adherence to the Code of Professional Conduct, I will contact them directly. In the event that we cannot resolve the issue, I will contact the UUAMP Board of Trustees.

D. To promote the well-being of all congregations or ministry settings, I recognize the importance of healthy relationships between all staff members and congregants. I will seek guidance and consult with colleagues, both professional and lay leaders, as we carry out our responsibilities. I will defer to the knowledge of those whose responsibilities are primary in a particular situation.

E. When leaving my position, if I am a lay leader, I will refrain from selecting my successor and support them in their position at their request only.

F. When leaving my position as a staff member of a congregation; especially if I plan to remain in a congregation as a member or participant:

a. I will refrain from selecting my successor

- b. I will remove myself from activities that might inhibit my successor from creating their own identity and leadership
- c. I will not accept positions on policy-making bodies for two years after my leave date
- d. I will not accept or volunteer for roles and make comments or suggestions in any medium to congregants or other staff members that pertained to my professional position, for two years after my leave date
- e. I will be in covenant with the staff and Board of the congregation so that I may navigate any issues that might arise from these dual roles.
- f. If I leave the congregation completely, I will limit my contacts to people who I have a personal relationship with and will refrain from offering comments or suggestions about the congregation.

### III.

#### Congregation

- A. I will respect and uphold congregational polity.
- B. I will live the UU Principles by modeling respect to each person I encounter in my ministry regardless of age, race/ethnicity, class, gender, gender identity, physical/mental ability, and sexual orientation.
- C. I will work to address and confront attitudes and practices that unjustly discriminate and challenge them within myself and with all individuals, congregations, and groups I serve.
- D. Within the limits of law and collegial covenant, I will honor the confidences shared with me by congregants or by others in my place of employment, being aware that confidentiality should not contribute to personal or professional misuse of power.
- E. I will use good stewardship with my employer's resources. In the event that I have a dual role within a congregation, this role should be addressed by the employee handbook or covenant with my supervisor and/or Board.
- F. In the case of planned or forced resignation or significant change in role or responsibility, I will refrain from actions or public statements that intentionally initiate or foster divisiveness.

#### IV. UU Movement and Association

A. I will educate and promote the qualifications and roles of Membership Professionals to lay leaders and religious professionals.

B. I acknowledge when participating in the wider UU world, I represent UUAMP and will adhere to this Code of Professional Conduct.

C. I will participate in wider UU movement and association initiatives and gatherings to the best of my ability.

D. I will promote collegial relations with members of other religious professional organizations.

Until a Good Officer/adjudication Board has been created, the UUAMP Board of Trustees will enforce the Code of Ethics and any issue of the violation of the code shall be determined by them.