

*[Draft presented by COPP Task Force, March 3, 2016:]*

Recognizing that musicians in religious leadership are called to nourish the health and wholeness of the communities they serve, and recognizing the fiduciary nature of our profession, and as stated in our actionable Code of Conduct, UUMN members who serve in leadership will not engage in sexual contact, sexualized behavior, or a sexual relationship with any person over whom they have power and/or authority. The following are non-actionable best practices drawn from the wisdom of much research across many religious organizations about what behaviors uphold healthy religious communities and ministries. In the spirit of deepening our understanding of loving, just, healthy relationships, these guidelines point towards truths about healthy conduct for those who engage in professional ministries. We understand that no truth names the whole truth or covers every situation. To that end, music leaders should engage in discerning dialogue with themselves, their colleagues, and their supervisors, to better understand what these best practices mean in the context of each musician's own leadership setting and in the context of the collective ministry we all share.

1. UUMN Members should maintain familiarity with the guidelines and best practices published in the UUA Safe Congregations Handbook (<http://www.uua.org/safe/handbook>) and similar materials published by The Religious Institute (<http://www.religiousinstitute.org/>).
2. In the case where a UUMN member chooses to enter into a romantic or sexual relationship with someone for whom they have served as a music leader, the UUMN member should acknowledge the power differential that may exist, to understand the far-reaching impact that such relationships can have upon spiritual communities, and to be accountable not only to their romantic partner(s) but also to the minister or body responsible for the spiritual health of the community s/he serves.
3. UUMN members should maintain appropriate boundaries of privacy and discretion with those they serve.