
CUUPS is a Unitarian
Universalist covenanting
community of the Unitarian
Universalist Association
dedicated to supporting UU
Pagans, to promoting
Paganism within Unitarian
Universalism, and to
promoting Unitarian
Universalism within
Paganism.

COVENANT OF UNITARIAN UNIVERSALIST PAGANS



Chapter Resources & Handbook

Version June 2023



Welcome to your CUUPS Chapter Handbook!

We look forward to supporting your chapter and congregation with educational and worship resources about Earth/nature-centered faith traditions. Please feel free to reach out to our Chapter Coordinator with any questions you may have at chapters.membership@cuups.org.

CUUPS (The Covenant of Unitarian Universalist Pagans)
was founded in 1987 as an independent affiliate of
The Unitarian Universalist Association of Congregations.

Initially, CUUPS was largely an organization of individuals within the UUA who held Pagan beliefs. Over the years, the number of CUUPS chapters affiliated with different congregations has increased. Chapter/congregation relations have developed and evolved, providing a strong foundation for building supportive relationships between chapters and their home congregations.

Currently, in 2023, CUUPS is a Covenanting Community
with the Unitarian Universalist Association.

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CUUPS Mission Statement

The Covenant of Unitarian Universalist Pagans (CUUPS) is an organization dedicated to networking Pagan-identified Unitarian Universalists (UUs), educating people about Paganism, promoting interfaith dialogue, developing Pagan liturgies and theologies, and supporting Pagan-identified UU religious professionals.

The Covenant of Unitarian Universalist Pagans (CUUPS) was chartered by the Unitarian Universalist Association at the General Assembly in 1987 for purposes of enabling:

- Networking among Pagan-identified UUs; providing outreach of Unitarian Universalism to the broader Pagan community continentally.
- Providing educational materials on Paganism for Unitarian Universalist congregations and the general public.
- Promoting Pagan - Jewish & Christian dialogue; encouraging the development of theo/allogical and liturgical materials based on Earth/nature-centered religious and spiritual perspectives.
- Encouraging greater use of music, dance, visual arts, poetry, story, and creative ritual in Unitarian Universalist worship and celebration.
- Providing support for Pagan-identified UU religious professionals and ministerial students; and fostering healing relationships with our mother the earth and all her children.

CUUPS Bylaws

Visit the online link at cuups.org/CUUPS-Bylaws.

CUUPS is a Covenanting Community of the UUA

CUUPS is a Unitarian Universalist covenant community of the Unitarian Universalist Association dedicated to supporting UU Pagans, promoting Paganism within Unitarian Universalism, and promoting Unitarian Universalism within Paganism.

To learn more about covenanting organizations in the UUA, go to: www.uua.org/growth/covenanting

Belonging to the continental CUUPS organization gives chapters and members:

- Access to right-relations consulting, organizational best practices consulting, and advice.
- A voice in the public square for UU Earth-relating and Gods-relating values, such as consent culture, respect for the sacred worth of every being, and care for the earth.
- Contribution to ministries for incarcerated UU Pagans.
- Liturgy and curriculum resources as curated by the liturgy and curriculum committee.
- Networking with other chapters and members throughout the world.
- Participation in cultivating relationships with the larger UU and Pagan communities.
- A lively online CUUPS community on Facebook.
- ...And More!

UU Principles & Sources of Inspiration

The principles are not a specific dogmatic system. They are guideposts for participating in Unitarian Universalist communities.

1. The inherent worth and dignity of every person.
2. Justice, equity, and compassion in human relations.
3. Acceptance of one another and encouragement to spiritual growth in our congregations.
4. A free and responsible search for truth and meaning.
5. The right of conscience and the use of the democratic process within our congregations and in society at large.
6. The goal of world community with peace, liberty, and justice for all.
7. Respect for the interdependent web of all existence of which we are a part.

These are the six sources our congregations affirm and promote:

- Direct experience of that transcending mystery and wonder, affirmed in all cultures, which moves us to a renewal of the spirit and an openness to the forces which create and uphold life.
- Words and deeds of prophetic people which challenge us to confront powers and structures of evil with justice, compassion, and the transforming power of love.
- Wisdom from the world's religions which inspires us in our ethical and spiritual life.
- Jewish and Christian teachings which call us to respond to God's love by loving our neighbors as ourselves.
- Humanist teachings which counsel us to heed the guidance of reason and the results of science and warn us against idolatries of the mind and spirit.
- Spiritual teachings of Earth-centered traditions which celebrate the sacred circle of life and instruct us to live in harmony with the rhythms of nature.

What CUUPS Chapters Are & Are Not

Chapters of CUUPS are small group ministries of a congregation. The activities and events are open to the congregation and community in the same way other events and services at a church may be.

Chapters are not private groups or covens. CUUPS is an organization that welcomes inclusiveness and diversity and celebrates the values and ideals of Unitarian Universalism. Chapters do not follow dogmatic systems like some traditions do.

Participants in chapters honor Earth-centered, nature-based spirituality. Chapters may be comprised of faith traditions that include people who walk Pagan, Wiccan, Eco-Spiritualist, Green Ecologist, Druid, Christo-Pagan, and Heathen paths, among others.

All chapters must be affiliated with and support, and be supported by, UU congregations. The church board, minister, and chapter create a covenant to honor how they will aspire to treat one another. You can read the section on how to become a CUUPS chapter for other particulars.

The following document, provided by Mary Ann Somerville of the UU Congregation in Asheville, NC, and Rev. Gail Tapscott of the UU Church in Ft. Lauderdale, is a tool to help chapters navigate the tricky waters of right relationship with their home congregations.

CUUPS Chapters in the 21st Century

Written by
Mary Ann Somerville &
Rev. Gail Tapscott

Edited for accuracy.
6.2023

CUUPS has come a long way in our thirty-six year history. We have chapters in over 100 Unitarian Universalist congregations. Individuals and groups of CUUPS members or prospective members are a presence in additional congregations as well as at various UU camps and conferences.

Throughout a large part of our denomination, we have moved from the fringe into the mainstream, from marginal toleration to full acceptance. It is good that we pause and view our successes and pat ourselves on the back. But it is also necessary that we continue forward, adding new chapters, improving old ones. As we move steadily into the twenty-first century, we again look at the role and behavior of the well-grounded CUUPS Chapter.

Right Relationships with Our Home Churches

In our interactions with our home congregations, it is vital that CUUPS chapters recognize the important part that congregations play in our support, our very existence. Yes, CUUPS is a UU affiliate. Yet we are also a guest of the home congregation and should conduct ourselves accordingly. Paganism has become far more accepted by the denomination and by society as a whole than it was at our inception in 1987. But we must continue to remain alert to the comfort zones of congregants and go gently into areas of discomfort. If seeing pentacles in their domicile is still a bit unnerving to some, it's best not to wear one the size of a grapefruit to Sunday services. Just as we would not want non-Pagan UUs to change our rituals, so, too, we must respect the liturgy of their worship services. A number of useful ideas and suggestions for the chapter wishing to create or maintain a right relationship with its home congregation are listed below.

Understanding the UU in CUUPS

It is essential that CUUPS chapters understand and respect the Unitarian Universalist tradition which supports their existence. The Principles of the UUA should guide the operation of a CUUPS chapter as clearly as they guide the operation of the home church. UUs invite diversity. They encourage spiritual growth and promote a search for truth and meaning among their members.

As CUUPS members, we must embrace the diversity of the many Pagan paths, claiming none as the true or representative Pagan tradition. UUs respect the inherent worth and dignity of every person, encourage acceptance of all, and promote justice, equity and compassion in human relations. So, too, do we as Pagans respond humanely in our interactions with our home congregation, with Pagans of diverse paths, with one another. UUs affirm the use of the democratic process. That value is reflected in the lack of hierarchy in CUUPS chapters.

Responsibility for governing the chapter and its events and for creating rituals is shared by all members. UUs and CUUPS members are also in agreement in our respect for the interdependent web of existence of which we are a part, and in our goal of world community. These principles unite us in values and in action. CUUPS members who came to Paganism from a background in Unitarian Universalism are aware of our Principles and Purposes and are therefore in tune with the interests of their church.

Members who came to CUUPS from a background in Paganism will quickly learn that they already share many values with their home congregation. They are encouraged to learn, perhaps from UU CUUPS members or perhaps through an Adult RE Program, about UUism, its values, history, and goals. Copies of the Principles and Purposes are available from the UUA Bookstore on bookmarks and wallet cards at very reasonable prices. A solid introductory step would be distributing them among new and prospective CUUPS members. Giving a similar summary of Pagan values to the church board might help them recognize our similarities. UUs and Pagans have much in common.

Understanding those commonalities from the start would serve to unite the two groups and to ward off possible misunderstandings. The two groups complement each other nicely. Unitarian Universalists tend to be intellectual and analytical, while Pagans are generally emotional and spontaneous. UUs, then, provide the head while Pagans bring in the heart.

Relationships with the Church Governing Board

Maintaining good relationships with the board is essential to any chapter's existence. Our CUUPS chapters, like most Pagan groups, function primarily by consensus and without a hierarchy. But regarding interactions with the home congregation, chapter members must defer to those who belong to the church. The reality is that the church board is not about to turn over the keys to someone who is not a part of their congregation. The keeper of the keys should be a person with one foot planted firmly within the chapter and the other equally firmly within the congregation.

Knowing not only the UU values but also the concerns of this particular UU church will provide stability in maintaining positive interactions. The minister and board will be far more comfortable about the CUUPS chapter if at least one member is a well-known and respected member of the congregation. The longer the history of this person with the church, the greater the comfort level of both the board and minister with a CUUPS chapter. Open communication between the chapter and the home congregation is essential.

Sensitive issues must be dealt with rather than ignored, preferably before they erupt. Someone in the chapter should serve as a liaison between the church and the chapter, possibly even attending board meetings so both groups are aware of upcoming activities and events. Church newsletters can be valuable tools in building good chapter/church relations. CUUPS events should always be publicized in the church newsletter. Announcements, with details, of our activities would serve to make congregation members aware of them and would include an invitation to participate. An occasional educational piece about Paganism, perhaps seasonally, would also serve a positive function.

Equally, church events, including fundraisers, should be publicized in the CUUPS newsletter or electronic equivalent. It is helpful to emphasize in our initial contacts regarding Sunday services and educational programming that we share the UU tradition of not proselytizing. Our role is to

provide worship and information. What we present will resonate with some, who may join us, and not at all with others, who may choose to avoid our events.

When we as a chapter do something which generates positive publicity, that publicity should be shared with our congregation. It is of extreme importance, however, that each and every event which could possibly result in publicity should be shared with the minister well in advance of the activity. Ministers tend not to like surprises of the variety that involve questions from the press about church activities of which they were unaware. CUUPS chapters are not empowered to make policy decisions for their home congregations, so when speaking to the press, chapter members must be extremely careful in their use of language.

Obviously all CUUPS activities must be within the law as well as within the guidelines of the home congregation. The law prohibits illegal substances, as do chapter policies. The law prohibits serving alcohol to minors. CUUPS rituals which include "cakes and ale" always provide a non-alcoholic alternative, not just for young people, but for any adults who may prefer that choice. It would certainly be necessary to check the church's policy regarding alcoholic beverages before using alcohol in a ritual or at a CUUPS sponsored get together. The law prohibits public nudity, and many chapters have that same prohibition for any rituals. If a skyclad ritual were to be planned within a CUUPS chapter, great care should be taken to avoid offending anyone. It should be a very closed ritual in a very private location. Young people should not be included, and it would certainly not be a time to invite new and prospective members!

Providing Religious Education Within the Home Congregation

A CUUPS chapter also has a responsibility to its church. It is a part of the chapter's responsibility to their home congregation to provide alternative worship services as often as is suitable for both groups. CUUPS-led services might include a traditional seasonal ritual, a teaching ritual which is interspersed with explanations of its various aspects, or a service which is closer to the model used by their home

congregation with the addition of Pagan elements such as chants, visualizations, poetry and dance. Some chapters are regularly responsible for certain Sunday worship services, such as a Samhain service for remembrance or an Ostara service for spring.

See [CUUPS Educational Resources](#)

Education is another responsibility of CUUPS chapters to their home congregations. We can make ourselves available for both adult and child religious education. Every Sunday School needs volunteers. CUUPS members can meet that need by volunteering a few Sundays in the children's RE classes to talk about Paganism. Circle Round by Starhawk, etc., is an excellent resource for stories and activities you might use with a Sunday School group. Volunteering to lead an adult RE series for several weeks should also be well received. CUUPS chapters might want to offer two established UU adult programs—Cakes for the Queen of Heaven (now out of print, but available in most district libraries) or Rise Up and Call Her Name. Many churches already own these curricula. In addition, CUUPS has an adult RE class titled Exploring Paganism, which is designed to help the non-Pagan decide if this spiritual path merits deeper exploration. *Paganism: An Introduction to Earth Centered Religions* by Joyce and River Higginbotham is the text for this class and an excellent resource for every CUUPS library. CUUPS also has several pamphlets on Paganism available on the website that can be printed and shared. (<http://www.cuups.org>)

Finance

If we want the support of our home congregations, it is essential that we support them as well. Chapter members should be encouraged to become active in the church by attending Sunday services, joining the church, pledging, and participating in church events and fundraisers. Chapters may also want to give back, financially, to their home congregation in some way. Some chapters take a collection at every ritual and donate the proceeds to the church. Other chapters make sure that all church fundraising events are

supported by one or two CUUPS volunteers. A chapter may decide to support their home church by identifying a specific church fundraiser they wish to run every year. One exceedingly well-organized chapter conducts the church's annual canvass. There are a wide variety of creative ways in which your chapter can give back financially to your home congregation. Our financial contributions as a chapter not only demonstrate our support, but they also put our name in the church account books, forming an additional bond. Some chapters run their accounts through church books to be on record but prefer that their actual contributions to the congregation be in the form of gifts that will be of value to both.

For example, we expect to clean up our own mess, and that is certainly expected of us. It's part of being a considerate guest. But if the church vacuum cleaner was manufactured in the late 1940s, we might give them a new one. Our cleanup is made easier, and they see us as a contributing organization. A gift might also take the form of a donation in their name as well as ours to a service agency. Admission to an appropriate festival, for example, might be nonperishable foods for a local food bank. The bags and boxes collected at the Saturday festival are arranged on the podium for all to see at the Sunday service. Then on Monday they are taken to the food bank as a donation credited to both the chapter and the church.

Chapters and their Members

Pagans come together in CUUPS for various benefits to themselves, both as a collective and as individuals, from belonging to a recognized Pagan organization. When the karma is right, and all are willing to do the necessary work, a community may be created. UU Paganism brings together individuals from various traditions. In doing so, we become a unique tradition of our own. We accept that there is no single path or right way to implement a ritual. Instead, we honor the individuality and creativity of our members and the traditions which they represent, viewing our diversity as an opportunity for learning and sharing. Our rituals should demonstrate aspects of the various traditions within our membership.

Regularly scheduled study groups and classes are another positive venue for spiritual and intellectual growth through diversity. A worthy goal for a chapter is to celebrate each of the eight holidays on the Wheel of the Year. One or more of these celebrations should be an open ritual with invitations to members of the home congregations and even to the local community. An open ritual would provide an opportunity for our home congregation to experience who we are and what we're about. A broad invitation may bring in spiritual searchers and solitaries seeking group affiliation as well as enlighten the merely curious. Networking among individual Pagans and non-UU Pagan groups is often a positive result of our open rituals.

Bringing in large numbers of people at open rituals also adds to the energy that we raise. In places where there are several chapters within driving distance of each other, multiple chapters may come together to plan and celebrate some or all of the various holiday traditions in Earth-centered traditions. This would, of course, require cooperation, planning, and sharing among the chapters involved—all valuable skills in and of themselves.

CUUPS is not an initiatory tradition. However, a chapter may create a dedication ritual for someone beginning a course of serious study of Paganism. By the same token a ritual honoring an individual's completion of their year-and-a-day of study might be undertaken. Rituals which are observed within a CUUPS chapter will vary with the needs and desires of the members.

Rites of passage celebrating birth and acknowledging death, recognizing pubescence, honoring the crone and sage, and celebrating handfastings are among the rituals which may be requested by chapter members. Be sure to honor your state and church.

Communication Tools

A regular newsletter is an excellent means of keeping members in touch with each other, but the mailing list must be in the hands of only one or two trusted members. Better

still is an email newsletter (no expense for stamps and no destruction of trees), but it must be sent out as a blind copy, and the mailing list must be protected. A well-maintained and regularly updated web page is a further protection of privacy, as individuals may access the site anonymously.

Privacy extends also to the use of cameras at rituals and other CUUPS events. No photography should be allowed without prior consent. Press photographers and reporters should not be allowed to attend CUUPS events unless they have been granted permission and the minister and Board have been informed; then they must be accompanied by a knowledgeable escort from the chapter.

Role of CUUPS, Inc., as Small Group Ministries in a Church

In order to establish and maintain a CUUPS chapter, it is required that there be three people who are members of both CUUPS, Inc., and the home congregation. Please understand that this is a minimum requirement.

Ideally, all members of a chapter would be members of CUUPS, Inc., and actively involved as congregation members. Joining the church benefits both the congregation and the individual.

Membership in CUUPS, Inc., provides Pagans a way to gain a public expression of their private religion. It allows their children an affiliation which may be more comfortable to explain to peers than Paganism. UU membership means belonging not just to a local congregation but to a vast network which extends around the world.

From time to time, problems will erupt in any established group. When such situations arise, chapters should be aware that the home congregation is only one of their sources of support.

CUUPS, Inc., board members are also available to be called upon if difficulties arise. In addition, there are close to one hundred other chapters that have made their way through the ups and downs of functioning as part of a UU home congregation.

How to Start a CUUPS Chapter

To be recognized as a CUUPS chapter, a group must be in sympathy with the CUUPS Mission and Vision and the UUA Principles and Purposes. The following are requirements for application to become a chapter:

1. The minister and/or board of the host congregation(s) must authorize formation of a CUUPS chapter, which shall operate as part of the congregation(s).
2. A prospective CUUPS chapter must include at least three individuals who are active voting members of CUUPS Continental and members of a UUA member congregation or the Church of the Larger Fellowship.
3. All new and existing chapters shall provide a contact person for publication, who shall always be both an active member of CUUPS and a member of a UU congregation or the Church of the Larger Fellowship.
4. All officers of a chapter must be both an active member of CUUPS and a member of a UU congregation or the Church of the Larger Fellowship.
5. All chapters shall submit an annual registration form and chapter fee of \$30. The chapter fee is waived for chapters whose members include five or more current, dues-paying members verified by CUUPS, Inc.
6. Statements of Mission and/or Purpose are required to become a chapter. (Bylaws or other organizational documents should be sent in at the first renewal.)
7. A covenant between the chapter and the hosting congregation is required, consisting of a mutual agreement about the duties and responsibilities of the chapter as well as the congregation.

Documents to Send with Chapter Application

CUUPS Chapter Application

Go to the section “[Our Chapters](#)” on the cuup.org website to download the form.

Bylaws

Chapters need to draw up a set of bylaws which include the name of the chapter, its purposes, requirements for members and officers, communication with members and the public, conduct of business meetings, and ways of handling finances. Bylaws are not required at the time of application but are due at the time of the annual renewal.

Covenant Between Congregation & Chapter

As you read on, there is information about creating chapter covenants. A covenant is a sacred promise for how your chapter and congregation will be in relationship with one another. It is a promise. Something all can count on to keep the relationship between chapter and congregation healthy and in right relations with one another. See section of handbook about how to write covenants.

Chapter Dues

If your chapter has three members of both CUUPS and your congregation, chapter dues are \$30 per year. Please attach a check or contact us to learn about other payment options.

If you have five or more paid members of CUUPS and your congregation, your chapter dues are waived.

Covenants are Foundational to Congregational Polity & Healthy Chapters

Covenants are the promises that join Unitarian Universalist (UU) congregations, communities, and individuals together in a web of interconnection. The practice of promising to walk together is the precious core of our creedless faith.

“Covenant” is both a noun and a verb. It can be a written agreement among individual community members promising to behave in certain ways, and it can mean to engage in mutual promises with Spirit, with other people and communities.

Covenant of Right Relations

Congregational Covenants have many forms and are created to meet the needs of a variety of groups and people that include church committee members to staff as to how congregations and groups agree to conduct themselves with one another. Creating and agreeing to a covenant is an effective set of guidelines to building trust. This article on the [CUUPS Blog](#) helps understand what a covenant is.

Behavioral Covenants

It may be important for a chapter to draw up a behavioral covenant that sets out guidelines for the best ways to behave in your church community representing your chapter, especially in interacting with congregants who are not familiar with Paganism and may not understand it or find it off-putting. It can include how to deal with members of the public who are drawn to pagan celebrations but who, not sharing UU values, may be disrespectful and disruptive during rituals.

Conflict Resolution Tools

There will be more information coming to our websites soon. Here is information from Marshall Rosenberg's Nonviolent Communication trainings:

<https://www.youtube.com/watch?v=8sjA90hvnQ0>

<https://podcasts.apple.com/us/podcast/an-interview-with-marshall-rosenberg-2015/id1497893802?i=1000514795844>

How to Write a Covenant Workshop

The Unitarian Universalist Association has a guide on its website to support chapters, churches, organizations, and committees of all kinds in writing and creating covenants.

You will want to set aside time at a retreat or meeting with everyone who is in your chapter and the congregational leadership to work out the covenant together. Work to have the process be as inclusive as possible. For information about how to do this, visit the UUA website. Sample covenants from other chapters can be found here.

Outreach & Media

CUUPS, Inc. Online Resources

- Main Facebook public page
- Facebook Members Group
- Facebook CUUPs Bulletin group
- Facebook Nature's Sacred Journey page
- Nature's Sacred Journey Blog at Patheos

CUUPS & UUA Brochures about Paganism

CUUPS has developed a new full color brochure for chapters to use. Please contact us for information about downloading it and getting it printed.

The UUA also has a brochure called *Faith of UU Pagans*. It can be found In the UUA website.

Chapter Email

It is highly suggested that the chapter email address be tied to the church website system. As your chapter leadership changes, this will allow the administrators to forward the email to the new people who take roles next. It also keeps consistency. If your church is unwilling to do this, please choose a gmail email on Google. It is also suggested that it be available to more than one person. This way if anything happens you can still receive incoming information and prevents one person controlling all the email. Always have backup available.

Chapter Websites

It is important to work with your church website team to develop a space for the chapter to share who they are, upcoming worship services, chapter meetings and events you may be having.

CUUPS, Inc., works to keep the list of chapter links up to date, and with our volunteers' busy lives, we ask for your patience if it does not appear immediately.

We will list the name of your chapter with the name of the congregation, the church address and phone number, your Facebook page link if you have one, and a brief explanation of when you meet. We will not list personal emails, phone numbers, or information online.

Newsletters or Not?

To be in alignment with honoring our planet's resources, we suggest including announcements in your church newsletter about any activities your chapter is planning. You can also send news to CUUPS, Inc., to be included in our newsletter.

Communication with the Media

A behavioral covenant may include who can, and how they can, interact with the media during interviews with members of the chapter or during filming of chapter celebrations. Work with your church leadership and outreach team that may handle public relations for your church when developing this. When talking to the media, it's important to have boundaries and policies in place. Remember to speak only from your personal perspective. Contact info@cuups.org to be pointed in the direction of a board member who can support you.

For more information about relating to the media, see "[*Working with the Media*](#)" by Rev. Jerrie Hildebrand, listed under articles on the cuups.org website.

Social Media Use

Don't feel you need to be present on every social media venue on the internet. Think of social media as an informational tool about your group and congregation. Keep it simple!

Many chapters hide the names of members on social media and others do not. Again, use whatever best practices your congregation has agreed upon.

For more information on using social media for your chapter, go to the UUA Website for best practices.

CUUPS Disruptive Persons Policy

CUUPS, Inc., at the suggestion of the UUA, developed a policy for managing disruptive people on social media. Below is the organization's policy for how we manage these concerns.

This version of the disruptive person's policy addresses online behavior. We do not yet have a policy regarding in-person behavior, beyond our Consent Culture statement.

1. **When grappling with an antagonist**, don't put anything in written, electronic or duplicatable form that you don't want in the public or used against you or the organizations you represent (individually and collectively).
2. **Don't feed the antagonist's need for attention.** If you know or suspect you are dealing with an antagonist, do not engage in any form of communication. Instead, block from Facebook, ban from comments, etc. Project confident apathy toward the antagonist and any defenders or detractors. Implement a one-week freeze for new member joins for Facebook pages, for instance, because after you ban the antagonist's profile s/he may create a new one in order to join. Also use moderated status for a reasonable period after a conflict or antagonist's presence. Note: Individuals are NOT restricted from taking appropriate legal action to protect themselves.

3. **Make sure all affected parties are on the same page and not working at cross purposes.** Solidarity, communication, and coordination are important. Immediately inform the whole board about your experience with the known or suspected antagonist.
4. **Put public findings/decisions in the public sphere, and keep private ones private.** Don't share things with those who have questionable loyalties or impulse control issues. Do share official statements (e.g., post to those who were in the space with him that he has been banned and why.) Reiterate with covenanting community Facebook and social media that you and your values own the space and it is not a publicly owned space where any and all voices are considered equal.
5. **Consult a REALLY good lawyer about where the various legal boundaries are in your context.** Things like libel, slander, stalking, and harassment all have technical legal definitions. Don't throw them around unless it is clearly understood by all parties what definitions are being used.
6. **For things out of our control**, such as communications with the UUA, but where the antagonist may have talked about us to others or in other social media spaces, post your same statement (item 4) and ask any moderators of such sites to implement civility, respect, and fact-based conversation. Anytime an antagonist latches on, please let the Director of Communications at the UUA know.
7. The CUUPS board will respect and work with the policies that are internal to CUUPS chapters and congregations.

CUUPS has a trained right-relations liaison on the board. You are welcome to reach out for input. If your congregation has covenants to support the health and well-being of your church, we suggest working with them first to create resolution to situations.

Resources to Learn More

- *Trollspotting* <https://blog.hootsuite.com/how-to-deal-with-trolls-on-social-media/>
- *Covenant of Right Relations*
uua.org/safe/handbook/covenant/covenant-right-relations
- *Antagonists in the Church* by Kenneth C. Haugk
- *Microaggressions in the Church* by Cody J. Sanders & Angela A. Yarber
- *Creating Consent Culture* by Marcia Baczynski & Erica Scott
- *Can We Talk About Consent?* by Justin Hancock

Use of CUUPS Logo

Adopted by the board December 2015. CUUPS jointly owns the copyright of this design with Kishgraphics since its creation in 1996.

CUUPS unified graphic identity strengthens the organization's name and image via a distinctive mark applied consistently throughout all our events, publications, and activities.

Our logo use policy describes the logo in clear terms and defines general classes of acceptable and prohibited use. It does not attempt to define every imaginable use of the logo, but it provides a clear path to seek approval for variations on the standard logo and its permitted variations.

Questions regarding this policy should be directed to the CUUPS President.

The CUUPS Organizational Logo

The CUUPS logo consists of two parts: the graphic element and the text element.

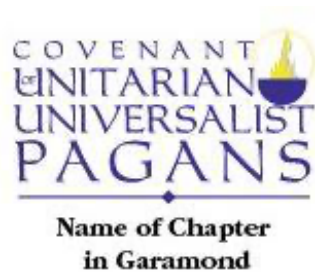
The graphic element is a flaming chalice (bowl) with two yellow bowed lines, and a line with a diamond centered below the text. The text element is the words; Covenant of Unitarian Universalist Pagans.

Organizational Logo



Proper use of the logo will incorporate both the graphic and text elements. The logo is part of the brand identity of the organization.

Logo for Chapter Use



Guidelines for Internal Use

Officially recognized chapters, committees and projects of the CUUPS organization are free to use the organization's logo, provided the following guidelines are considered:

- The logo and text must be used together, as defined.
- The typeface shall not be altered or replaced with another.
- All portions of the proportions of logo and text shall be retained.
- Decoration of the logo is acceptable with approval of the CUUPS board, as long as the basic logo remains clearly visible.
- Permission to use is submitted in writing for a specific time frame. Most rights for use are renewed annually.

Acceptable External Use

- Entities associated with the organization are welcome to use the organization's logo with approval from the CUUPS Board and related entities, as appropriate, to promote their events and/or describe their activities.
- Individuals may use the logo to acknowledge their membership in the organization and/or their participation in a sponsored event. Once their relationship ends, permission for use ends immediately and the logo must be removed promptly from all electronic and print media.
- To grant permission for third parties, such as news organizations, to use the logos for promotional purposes for specific articles, please contact the Communications Committee of CUUPS.
- All uses must be in alignment with the U.S. Copyright Act for Visual Arts. All use **MUST** be granted permission from the CUUPS Board of Directors or VP of Communications as per the branding use.

Prohibited Use of the CUUPS Logo

It is our policy that the CUUPS organization's logo be used without modification and in an appropriate manner.

Examples of prohibited use include, but are not limited to, the following:

- Any implication of endorsement by the organization or its activities;
- Use in any political campaigns or indicating political support for any candidates, legislations and publications;
- Commercial uses (placement of the logo on product packaging, print or electronic media);
- An individual's use of the logo for purposes other than acknowledging membership or participation in our activities;
- Combination of the organization's logo with another logo.

Requests for Use Outside Described Scope

Requests for use of the name or logo which fall outside the scope of the policy, or proposed variations on the logo design, are to be brought to the attention of the CUUPS Board. Lack of response within six weeks can be construed as approval of the proposed use and/or variation.

Use of Photography & Images in Materials

Follow all copyright laws when using images in your materials. Just because the image is on the internet does not mean you can use it. You must ask permission or buy images from stock photo sites to receive limited use of images.

Cite who took the photo or created the image and created the copyright ownership with the © symbol. This is true for both photos and illustrations.

If you purchase from a stock image site and cannot find the artist's name, then cite the website.

Take Copyrights Seriously!

Many UU congregations and organizations including CUUPS have been faced with organizations that surf the internet looking for copyright breaches. If this happens, feel free to contact CUUPS, your PR team at your church, or a lawyer for coaching. You can also contact regional UUA offices to get coaching on how other groups have handled these situations.

Consent to Photograph

To protect members of your group, children and congregational members, it is important to get permission to photograph them. Sometimes it is hard to remember who was in the images, however, and it is important to figure out how you want to handle this.

The [Leadership Lab](#) has great information for managing this online.

For More information about Copyrights, Image Sites & UUA Collections for Use

The UUA has an extensive collection of information about places you can get images for your materials.

To learn more go to the [UUA Website](#).

[A Copyright Primer](#)

Chapter Finances

Membership in CUUPS, Inc.

To learn the benefits of membership, go to the [CUUPS Website](#), There are three levels of membership in CUUPS, Inc.

- **1 yr Membership** – Subscription period: 1 year. No automatically recurring payments. Standard annual individual membership in CUUPS.
- **3 yr Membership** – Subscription period: 3 years. No automatically recurring payments. 3-year individual membership in CUUPS.
- **Life Member** – Subscription period is for life of individual.

Go to the [Membership Registration](#) page to become a member. If you are a member, set up an account to login to renew your membership. You will also find a paper form to fill out and mail in. We encourage all members of chapters to join and support CUUPS, Inc.

Internal Chapter Finances

Some congregations financially support chapters with line items in their budgets for chapter dues and minimal expenses. Others work with chapters to set up accounting systems for the chapters to manage and use for raising money. Some churches leave chapters to figure out finances totally on their own.

We suggest determining these systems with your church board and treasurer.

Fundraising for Chapter & Congregation

Many chapters have fundraising events not only for themselves but also to contribute to the church and/or CUUPS, Inc. It is a way not only to support each group financially but also to build good will and interconnectedness between the chapter, congregation, and community at large.

Examples from other chapters are community breakfasts, spaghetti dinners, concerts, movie nights, psychic fairs, holiday parties, and more. We suggest determining ideas you would like to create with your church board and leadership.

Working & Supporting the Congregation

Sunday Services

Many chapters lead worship for Sunday services in their sponsoring congregations. These can include simple lunar and solar celebrations based on the European holidays of Wiccan or other traditions.

Consider doing some fun celebrations too, such as a chocolate communion near Valentine's Day. You can also celebrate Earth Day or support water and flower communions. Participate on the church's worship committee. Be creative. Think of other ways to create services to honor Earth/nature-centered thinking.

Small Group Worship

Chapters often create rituals only for those who attend the chapter regularly for full and new moon gatherings and holidays.

Other popular forms of small group worship are drum circles and meditation groups. Be sure to work with the church to set these up in its schedule.

Other Possible Activities

Chapter Activities can take many forms. From rituals, potlucks, concerts, events, and fundraisers for your congregation, the idea is to bring the celebration of honoring the earth to your congregation.

Workshops & Book Discussion Groups

- A Paganism 101 Workshop: A Unitarian Exploration of the New Paganism.
- Cakes for the Queen of Heaven or Rise Up and Call Her Name courses
- Book groups using some of the book recommendations on the CUUPS website, including *Pagan and Earth Centered Voices in Unitarian Universalism* by Skinner House Press.
- Craft activities, such as making seasonal corn dollies, banners for worship, group T-shirts, cloaks, altar cloths, finger labyrinths, or even a Maypole.
- Exploring music. A chant workshop can familiarize people with chants that can be used in worship.
- Field trips to pagan pride celebrations or local labyrinth walks can be fun and can help people get to know each other.
- An evening devoted to Tarot card reading by an experienced reader or a teaching event about how to do Tarot readings.
- A “CUUPS and Cakes” evening to share cake and drinks while getting feedback from participants about what they would like to see in chapter rituals and activities.
- Hosting potlucks after rituals for opportunities to socialize.
- Showing a pagan-oriented film or film series.
- Inviting guest speakers to discuss various pagan traditions such as Wicca, Druidism, Heathenism, and Native American spirituality, among others.

All activities need to be available to the congregation and your community as much as possible.

CUUPS. Inc Statements & Resolutions

These Resolutions & Statements are areas of social justice CUUPS, Inc. is committed to. We invite our members and chapters to honor these.

- We Call Out with a “Strong Voice” to Eradicate Racism
Statement on the Killing of George Floyd, Breonna Taylor, Ahmaud Aurbury and all people of color.
Adopted May 2020
- CUUPS Statement on White Supremacy
Crafted by the CUUPS Board August 2017
- Statement for Board Endorsement - Consent Culture
Adopted by the Board March 2016
Approved by the Membership October 2016
- Solidarity with the Standing Rock Sioux Nation
Adopted by the Board September 2016
- Resolution on Environmental Justice
Adopted October 2015
- Resolution on #BlackLivesMatter
Adopted October 2015
- Resolution on Religious Freedom & Abuse Prevention
Adopted in 1990

Leadership in CUUPS

There are many opportunities to participate and serve in CUUPS at local, regional, and continental levels.

Local

Get involved with opportunities in your congregation and chapter. Chapters decide their leadership structures with their congregation's leadership. There is no set rule apart from the requirement that all members of leadership teams must be members of the church and CUUPS, Inc.

Set up committees within your chapters to get things done. Don't leave it to a small group of people. A former CUUPS board member always said to look for the low hanging fruit, meaning to look for people who want to do things here and there. Not everyone wants to play large roles.

Serve on church committees, boards, worship teams, etc. The best way to share about your path is to share with others and participate in community together. Set up events for the church that your whole chapter can support and participate in. The best part is to enjoy yourself while being in service.

Regionally

If there are other Pagan and Earth/nature- centered groups in the area, get to know them. Are there community groups who could use a hand? Or other UU congregations you can send invitations to regarding your events and worship opportunities? Consider going to regional UU events also. Get to know your district teams. These get-togethers also have great opportunities for learning more about leadership, outreach, and events in the association.

Continentially

There are many ways to volunteer with CUUPS, Inc.— serve on committees, offer support at General Assembly, create conferences, network, develop curricula, write blogs, and more. Contact info@cuups.org if you have suggestions or are interested.

Other Resources & Additional Content

As more information is developed by our Chapter Liaison and Curriculum teams, we will post updated versions of this tool. You can contact any of the board members for their expertise by emailing info@cuups.org.



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