



# Risk Landscape & Wrap Up

December 2025

Fall Wave Cohort - "What Keeps You Up At Night?"





## Session 3 Recap

- Sharing your Congregational Risk Matrix
- Key areas for risk management
  - Employment
  - Insurance
  - Safety
  - Digital Security
- Small Group Discussions – emerging risk topics



## Session 4 Outline

- Reviewing draft mitigation plans
- Emerging Risk Landscape – political & social issues
  - Trends
  - Key scenarios
  - Possible mitigations
  - Discussion
- Reviewing Wave Cohort experience
- Completing feedback forms



# EMERGING RISK LANDSCAPE – POLITICAL & SOCIAL ISSUES



# Trends

- Repressive immigration regime with “surges,” troop deployments for targeted cities
- Federal government using funding to target civil society
- Travel risks for non-citizens, transgender people
- SCOTUS supports expansion of executive authority, but also protects free exercise of religion
- Right wing activation: white supremacist, anti-immigrant, anti-trans and anti-abortion
- Rising random violence and mass shootings
- Rampant misinformation



## Trends

- Historically high levels of protest activity (pro-Palestine, No Kings, anti-ICE/NG)
- Resurgence in mutual aid networks
- People getting activated to counter rising fascism
- More interest and attendance in congregations
- Increased interfaith, cross-sector cooperation



Scenario	Description
<b>Right-wing protest</b>	Right-wing or conservative groups protest at the congregation's building or event
<b>Arson/Vandalism</b>	The congregation's building or grounds are targeted and deliberately damaged
<b>Legal status challenged</b>	A state or federal agency targets the congregation for investigation or subpoena, for political reasons – nonprofit status, employment violations, "child abuse" for GAC, or a "terrorism" designation
<b>Immigration Raid</b>	Federal agents enter a church building for a raid or immigration enforcement action
<b>National Guard Deployment</b>	National Guard, likely with ICE/CBP, are deployed to the city/metro where the congregation is located
<b>Disruptive Person</b>	Person enters the church, esp. a Sunday service, with the goal of non-violent disruption; may or may not be experiencing mental health crisis
<b>Violent In-Person Attack</b>	Person enters the church, esp. a Sunday service, with the goal of physically harming people
<b>Social Media Attack</b>	High-profile condemnation of a congregation or leader on social media, leading to a deluge of attacks



Scenario	Mitigation	Impact?
<b>Right-wing protest</b>	Local support for non-violent de-escalation, support for PR and media attention	High
<b>Arson/Vandalism</b>	Property Insurance, security systems	High
<b>Legal status challenged</b>	General Liability Insurance, updated HR practices, public faith profile, support from UUA	Unknown
<b>Immigration Raid</b>	Clarify public space; risk depends on connections/presence to immigrant communities	Low
<b>National Guard Deployment</b>	Community-level planning; risk depends on congregation's physical location	In Process
<b>Disruptive Person</b>	Security and response procedures; debrief	Medium
<b>Violent In-Person Attack</b>	Emergency & evacuation protocols, monitor access; physical hardening; hire security if known threat exists	Varies
<b>Social Media Attack</b>	Crisis communications (with UUA support), protocols for hiding website & social accounts	High



# REVIEWING WAVE COHORT



# Review "Enterprise Risk Management"

**Enterprise – holistic, structured approach across the community**

**Scenarios – situations  
we imagine (grounding)**

**Assessment – thinking through  
the impacts (clarifying)**

**Plan – ways to reduce  
risk impacts (preparing)**



# Mapping for Risk Scenarios

Risks	Category & Assessment	Mitigation Plan	Implementation
Scenario 1			
Scenario 2			
Scenario 3			



# Categories & Risk Scenarios Chart

	Governmental	Non-Governmental	Environmental
Digital			
Physical			
Organizational			



## Remember...

We are reducing risks where we can...

...to be ready for the risks our faith calls us to take.



# Questions – Debriefing Wave Cohort

- What was most helpful for you?
- What did you learn? What surprised you?
- What would you like more of? What would you like less of?
- What would help you to move forward with risk management in your congregation?
- What spiritual support do you need with this work?



# UUA Risk Resources

- Report threats to your regional primary contact
- Digital threat landscape insight – shared risk
- Community Resilience Hub -  
<https://www.uua.org/safe/community-resilience>
- UU Trauma Response Ministry