



Risk Landscape & Wrap Up

December 2025

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

uua.org



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
Right-wing protest	Right-wing or conservative groups protest at the congregation's building or event
Arson/Vandalism	The congregation's building or grounds are targeted and deliberately damaged
Legal status challenged	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
Immigration Raid	Federal agents enter a church building for a raid or immigration enforcement action
National Guard Deployment	National Guard, likely with ICE/CBP, are deployed to the city/metro where the congregation is located
Disruptive Person	Person enters the church, esp. a Sunday service, with the goal of non-violent disruption; may or may not be experiencing mental health crisis
Violent In-Person Attack	Person enters the church, esp. a Sunday service, with the goal of physically harming people
Social Media Attack	High-profile condemnation of a congregation or leader on social media, leading to a deluge of attacks



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