



## Houses of Worship Product

### Claim Examples

- ▶ **Nonprofit Directors and Officers:** A church elder breached his duty of loyalty by organizing a majority of the congregation into a separate church that ousted the remaining congregation from the church property. The elder held secret meetings among his supporting faction and prepared legal documents to transfer the property, all without informing the church's pastor of his plans. The court ruled that the elder owed a duty to the whole congregation, and could not favor the interests of the majority over the minority. As a result, the property was returned to the original congregation and money damages were assessed personally against the elder.

With its membership growing rapidly, a church's board of directors appointed a new building committee to find land for a larger church. The board selected one of its members to head the committee. That director steadily pressed the committee to approve purchase of a land parcel viewed by the other committee members as pricey, but otherwise perfect. After much discussion, the committee approved the purchase, and the transaction was completed. It was then discovered that the head of the committee had a financial interest in the property. Several congregants took action and named the committee head and the overall board in a lawsuit alleging improper self-dealing, negligence and fraudulent conduct.

- ▶ **Employment Practices Liability:** The director of Children's Ministries was terminated and replaced. Her successor was a younger Caucasian male, whom she believed was being paid more than she was. She files suit with the EEOC against the Ministries, alleging racial discrimination, age discrimination, sex discrimination and pay discrimination.
- ▶ **General Liability:** After the religious service, a congregant tripped on a crack in the concrete and tumbled down an outdoor flight of stairs, resulting in a concussion.  
A volunteer was decorating the church for a social gathering. While she was standing on a chair to arrange the decorations, she lost her balance and fell, resulting in severe arm injuries.

- ▶ **Property:** A fire destroyed a church sanctuary, resulted in smoke and water damage to the structure and contents of the administrative office. In addition to replacing fixtures, furnishings, equipment and inventory, the church needed to rent space for worship services until the sanctuary was rebuilt.
- ▶ **Pastoral Professional:** The wife of a married couple sought counseling services from their pastor due to being physically abused in the household. The victim was contemplating divorce and sought advice. The pastor encouraged the wife to stay with her husband due to the sanctity of marriage in God's eyes and to seek couples counseling. As a result, the wife went back to the abusive relationship and was later hospitalized with severe injuries from her husband. She then sued the church and pastor stating that, as a result of the pastor's advice, she stayed in the unhealthy marriage which led to her injuries.
- ▶ **Abuse and Molestation:** A Sunday School teacher was accused of sexually molesting a teenager after a bible study session. The teacher quickly denied the charges but was forced to step aside pending a church investigation. After a thorough inquiry, the alleged victim's credibility crumbled when it was reported that she had a long history of inventing stories about herself and others. Moreover, the parents and students who knew the teacher offered evidence that raised serious doubts that the molestations could have occurred. After an exhausting investigation, the teacher was eventually reinstated to his duties. Defending the allegation with no merit was costly.
- ▶ **Equipment Breakdown:** A cracked section of a cast-iron boiler resulted in replacement of the boiler, causing in \$9,000 of property damage and and extra expense at \$1,500 to relocate worship services to an available facility nearby.

**Policyholders have access to many services through our Business Resource Center that will assist in growing and protecting their nonprofit!**



## Houses of Worship Product

This all-in-one package is designed to meet the needs of your small house of worship operations. The product specializes in covering small community, start-ups, storefront or inner city operations for all types of religious faiths and denominations.

### Product Options:

- ▶ General liability
- ▶ Property coverage
- ▶ Directors and officers and employment practices liability

### General Liability:

- ▶ Pastoral professional coverage (up to \$1,000,000 in limits)
- ▶ Abuse and molestation (up to \$1,000,000 in limits)
- ▶ Personal and advertising coverage
- ▶ Hired and non-owned auto liability coverage available
- ▶ No designation premises endorsement
- ▶ No general liability deductible
- ▶ Optional certain criminal or civil proceeding defense cost reimbursement coverage

### Property Features:

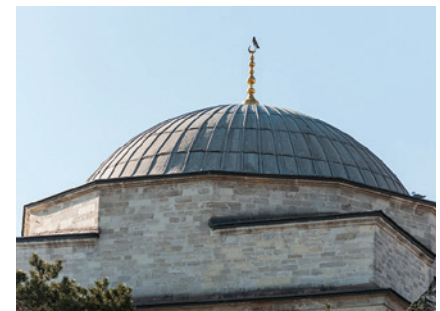
- ▶ Value Plus Endorsement – 14 valuable coverage enhancements including: \$25,000 (fine arts), \$10,000 (signs), \$10,000 (transit), \$5,000 (money and securities), \$5,000 (employee dishonesty) and more
- ▶ Special cause of loss form
- ▶ Optional equipment breakdown – includes free boiler inspection if required in your jurisdiction

### Directors and Officers/Employment Practices Features:

- ▶ Separate limits of liability for directors and officers and employment practices liability claims (directors and officers limit not eroded by employment claims)
- ▶ Full prior acts coverage
- ▶ Third party discrimination and harassment coverage
- ▶ Defense cost outside the limit of liability
- ▶ Lifetime occurrence reporting provision – unlimited reporting extension for former directors and officers who are not on board when coverage is cancelled or not renewed
- ▶ Data & Security+ endorsement – \$50,000 expense sub-limit each for data breach, identity theft, workplace violence and kidnap

### Additional Advantages:

- ▶ Quick quote turnaround
- ▶ Quick binder confirmation
- ▶ A.M. Best rated A++ carrier
- ▶ Low minimum premiums
- ▶ Business Resource Center – free HR hotline with unlimited number of calls and no time limits plus discounted services such as background checks and online HR training modules





# HOUSES OF WORSHIP

4,000 brand new places of worship open every year

From an Apostolic church to a Zen temple, USLI is the carrier of choice for all religious organizations large and small. With a variety of tailored coverages that can be purchased together or separately, our policy offers all faiths and denominations the peace of mind they deserve. USLI understands that religious organizations are a sacred place for members and guests, and maintaining proper insurance is imperative to protecting the mission of each place of worship. Backed with an A++ A.M. Best rating, superior customer service and competitive pricing, USLI offers a comprehensive policy to meet your needs.



## HIGHLIGHTS

**Directors and officers/employment practices liability:** Limits up to \$5,000,000

**Property:** Total insured value of \$3,000,000 or less

**General liability:** 30,000 square feet or less

## Product Options

### Directors and Officers/Employment Practices Liability Features:

- ▶ Lifetime occurrence reporting provision – Unlimited reporting extension for former directors and officers
- ▶ Volunteers are included within the definition of “employee”
- ▶ Third party discrimination and harassment coverage is included
- ▶ Data & Security+ endorsement – Provides a \$50,000 expense sublimit each for data breach, identity theft, workplace violence and kidnap expenses
- ▶ Separate limits of liability for directors and officers and employment practices liability claims
- ▶ Full prior acts coverage
- ▶ Breach of contract coverage
- ▶ Fair Labor Standards Act (FLSA/Wage and Hour) sublimit of \$100,000 for defense costs and loss (available in most states)
- ▶ Optional fiduciary coverage
- ▶ Optional standard form – A competitively priced alternative to our broad form option

### General Liability Features:

- ▶ Fundraisers, special events and outreach activities are automatically included and do not need to be scheduled onto the policy

- ▶ Church members are included as additional insureds
- ▶ Hired and non-owned auto liability coverage is available in most states
- ▶ Pastoral professional coverage up to \$1,000,000
- ▶ Abuse and molestation up to \$1,000,000
- ▶ No deductible
- ▶ Optional certain criminal or civil proceeding defense cost reimbursement coverage

### Property Features:

- ▶ Theft coverage is available for most churches
- ▶ Property limits are available up to \$3,000,000 (\$1,000,000 in coastal territories)
- ▶ Special cause of loss
- ▶ Replacement cost
- ▶ Value plus endorsement – 14 valuable coverage enhancements including: \$25,000 (fine arts), \$10,000 (sign), \$10,000 (transit), \$5,000 (monies and securities), \$5,000 (employee dishonesty) and more
- ▶ Optional equipment breakdown – Includes boiler inspection at no additional cost if required in the jurisdiction



## Houses of Worship Product



Our broad policy is designed to meet the needs of all types of religious faiths and denominations with the opportunity to include general liability, property insurance, directors and officers liability and employment practices liability.

### Why does your church need to purchase all of these coverages?

- ▶ Houses of worship board members can be sued for the decisions they make
- ▶ Employment-related laws are the same for any type of organization
- ▶ Most houses of worship have an annual budget that is less than the average cost to defend a claim by litigation
- ▶ Houses of worship have a large general liability and property exposure

### Why should you choose our Houses of Worship product?

- ▶ Maximize efficiency: One application, one quote, one underwriter, one policy, one renewal, one carrier for all claims, with one concurrent effective date

COVERAGE FEATURES	USLI	COMPETITORS
Separate limits of liability for directors and officers, employment practices liability and general liability		
Defense outside the limit of liability for directors and officers, employment practices liability		
Third party sexual harassment and third party discrimination coverage for employment practices liability		
Mental anguish and emotional distress included in the general liability definition of bodily injury		
Abuse and molestation sub-limit and pastoral professional included in the general liability limits		
Functional building cost available		
Equipment breakdown coverage available		
Value Plus Endorsement – 14 valuable coverage enhancements including water back-up, money and securities, employee dishonesty, signs, transit and more		
One of only 20 A++ rated insurance groups in the United States by A.M. Best.		
Policyholders have access to many services through our Business Resource Center that will assist in growing and protecting their non profit		