

COVID-19 Preparedness Plan for Resurrection Lutheran Church

Resurrection Lutheran Church is committed to providing a safe and healthy workplace for its congregation, volunteers and staff. To ensure we have a safe and healthy place of worship, Resurrection has developed the following COVID-19 Preparedness Plan in response to the COVID-19 pandemic. Each of us, worship attendee's, volunteers, visitors and staff are all responsible for implementing this plan. Our goal is to mitigate the potential for transmission of COVID-19 in our communities which requires full cooperation from us all. Only through this cooperative effort can we establish and maintain the safety and health of all persons at Resurrection.

The COVID-19 Preparedness Plan is administered by the Mission Leadership Team who maintains the overall authority and responsibility for the plan. However, Resurrection staff and designated leadership teams are responsible for supporting, implementing, complying with and providing recommendations to further improve all aspects of this COVID-19 Preparedness Plan. **Resurrection's** staff and leadership teams have our full support in enforcing the provisions of this plan.

Resurrection is serious about the safety and health of its staff. Staff involvement is essential in developing and implementing a successful COVID-19 Preparedness Plan. We have involved our staff in this process by incorporating their feedback and suggestions in our COVID -19 Preparedness Plan.

Resurrection's COVID-19 Preparedness Plan follows the industry guidance developed by the state of Minnesota, which is based upon Centers for Disease Control and Prevention (CDC) and Minnesota Department of Health (MDH) guidelines for COVID-19, Minnesota Occupational Safety and Health Administration (MNOSHA) statutes, rules and standards, and Minnesota's relevant and current executive orders. It addresses:

- ensuring sick staff and volunteers stay home, and prompt identification and isolation of sick persons.
- asking that our staff and potential worship attendees stay home if they feel sick.
- social distancing – staff, volunteers and worship attendee's must be at least six-feet apart
- follow hand washing/sanitizing protocol upon entering the building and throughout the work day
- wear a face covering. surfaces will be cleaned and disinfected as per industry standards with approved products as instructed/trained.

Resurrection has reviewed and incorporated the industry guidance applicable to our community provided by the state of Minnesota for the development of this plan, including the following industry guidance... https://mn.gov/deed/assets/worship-guidance-ACC_tcm1045-433301.pdf.

Ensure sick staff, volunteers and worship attendees stay home and prompt identification and isolation of sick persons

Staff, volunteers and worship attendees have been informed of and encouraged to self-monitor for signs and symptoms of COVID-19. The following policies and procedures are being implemented to assess our staff health status prior to entering the workplace and for staff to report when they are sick or experiencing symptoms. **This is outlined in the Industry Guidance for Safely Reopening: Places of Worship.**

Resurrection has in place sick leave protocols that promote staff staying at home when they are sick, when household members are sick, or when required by a health care provider to isolate or quarantine themselves or a member of their household. Accommodations for staff with underlying medical conditions or who have household members with underlying health conditions have been implemented.

Resurrection will also inform staff, volunteers and worship attendees if they have been exposed to a person with COVID-19 at a worship gathering and require staff to quarantine for the required amount of time. We strongly encourage our volunteers and worship attendees to do the same.

In addition, Resurrection is committed to protect the privacy of staff and volunteer health status and health information.

Social distancing – Staff, volunteers and worship attendees must be at least six-feet apart

Social distancing of at least six feet will be implemented and maintained between staff , volunteers and worship attendees. As it relates to outdoor worship for the summer of 2020, staff, and worship attendees are responsible for social distancing. Our outdoor space will provide proper marking.

As it relates to indoor worship, ministry programming, and meetings, social distancing of at least six feet will be implemented and maintained between staff, volunteers, and attendees who do not live in the same household. Signage and markings will be provided throughout the building, and occupancy will be limited to 50% building capacity, or no larger than 250 in a single self-contained space. Seating in the worship area will accommodate 120 people.

Communications and training practices and protocol

This COVID-19 Preparedness Plan was communicated **on our website, through a congregational letter and through our e-newsletter to all staff and congregation members on June 25th, 2020. An updated version of this Plan was communicated on our website, through a congregational letter and through our e-newsletter to all staff and congregation members on October 29, 2020.**

Instructions will be communicated to all staff, congregation members and visitors about protections and protocols, including: 1) social distancing protocols and practices; 2) practices for hygiene and

respiratory etiquette; 3) recommendations or requirements regarding the use of masks, face-coverings and/or face-shields.

Staff and designated leadership teams are expected to monitor how effective the program has been implemented through monthly leadership review and check. This COVID-19 Preparedness Plan has been certified by **the Mission Leadership Team** and the plan was posted throughout Resurrection's Campus and made readily available to staff and congregation members **June 25th, 2020** and October 29, 2020. It will be updated as necessary by **Pastor Paul Dean**.

As we open for Outdoor Worship: Additional protections and protocols

Other conditions and circumstances addressed in this plan that are specific to our church include:

- **per Industry Guidance for Safely Reopening: Places of Worship we will not be able to gather outside in groups larger than 250. If we find that our outdoor worship begins to lean in that direction, we will take action to either add an additional outdoor worship or institute a reservation system (which is not favorable).**
- **as of this summer of 2020, in person communion will be suspended until further notice... we will still celebrate communion during our online worship.**
- **even though we are outside COVID-19 is commonly spread through aerosol which means we will ask each worship attendee to wear a mask. Being outside means the wind comes into the picture.**
- **we will not have handouts, but you will be able to download a worship handout to your phone that includes an order of worship and the lyrics of songs.**
- **the building will be closed which means that the bathroom facilities will not be accessible... please use your home facilities before attending worship.**
- **at this time, we will be also suspending in person children messages, however they will continue during online worship.**
- **as you come to worship please follow social distancing when you are parking and walking to the outdoor worship area.**
- **the outdoor worship space will be clearly marked for 6 feet of social distancing... families are encouraged to sit together...**
- **please bring your own chair or blanket to sit on... if you do not have access to a chair, a clean chair will be provided for you at clearly marked pickup areas... please return the chair to the pickup area after worship so we can properly clean it for the next week's use.**
- **weather – please check our website 30 minutes prior to worship to see if our wonderful Minnesota weather cooperates for outdoor worship!**
- **please see the map of our campus that is included for more direction.**

As we open for Indoor Worship, Ministry Programming and Meetings: Additional protections and protocols

- per Industry Guidance for Safely Reopening: Places of Worship we will not be able to gather inside in groups larger than 250, or greater than 50% of total occupancy.
- follow social distancing when walking, entering, exiting and at all times while in the building
- we will provide traffic patterns to assist with social distancing measures upon entering and exiting
- we will provide spaced seating in the worship area and for all programming activities
- please plan to keep your coat and personal items within your possession at all times as the coat room area will not be available
- there will be no shaking of hands, hugging, passing of materials, or sharing of items during worship or ministry programming
- the restroom will be open; practice social distancing, follow proper hand washing for 20 seconds, use a paper towel to open the door and dispose of the towel in the trash receptacle at the door
- musicians/vocalists will be distanced at least 12' from the assembly
- communion will be offered once per month, on the first Sunday of the month, following safety guidelines
- children will remain with their families during children messages; there will be no Sunday School programming during worship. Children's Ministry programming will be online via Zoom at 5:30pm on Sundays.
- at this time we will not be serving refreshments following worship; per protocol we are not able to linger inside the building following worship or activities

As it pertains to building use for ministry programming and meetings the following additional protections and protocols apply:

- meeting areas will be in large open areas and physical distancing of 6 feet maintained at all times
- tables, chairs and high touch surfaces will be cleaned and disinfected between gatherings

Resurrection Lutheran Church is both committed to your physical health and your spiritual health as we move to open. We hope that worship and ministry will be life-giving to you. However, we will continue our online worship. In that way we are still able to provide worship time for those who choose not to attend in person. We continue to take very seriously the pandemic and encourage you to worship how you are comfortable. Let us hold each other in prayer as we continue to live into God's mission and vision for Resurrection!

Certified by:

October 28, 2020

Pastor Paul Dean