

OUUC uses the overall, color-coded risk category system and metrics for Thurston County from <https://covidactnow.org/> which in turn accesses current data reporting from Thurston County, the CDC, the Department of Health & Human Services, and other sources. ActNow uses three metrics to determine risk level: New Daily Cases (per 100,000), Infection Rate, and Positive Test Rate. Consult its website for up to date information. OUUC also follows state and county guidelines and mandates. Further guidance is available in the OUUC Pandemic Manual, located on our website at <https://www.ouuc.org/wp-content/uploads/2021/07/PANDEMIC-MANUAL-July-2021.pdf>

| Phase(s) | Phase 1 | Phase 2 | Phase 3 | Phase 4 | Phase 5 |
|--|--|---|---|---|---|
| Risk category | Severe Risk | Very High Risk | High Risk | Medium Risk | Low Risk/New Normal |
| Building Availability (Rentals follow OUUC Phase Guidelines) | Building/Grounds Closed. Masks Required throughout the building. Essential building and grounds work by individuals allowed. Restrooms available | Building closed except for scheduled meetings/events. Restrooms available. Scheduled groups allowed outside following Covid Protocols and planning by staff. Scheduled groups of up to 15 people allowed inside following COVID Protocols. There may be up to three groups of up to 15 people in the building at one time. Essential building and grounds work by individuals allowed. Masks required throughout the building. Vaccines are expected and encouraged. | Building open limited hours Restrooms available. Scheduled groups allowed outside. Scheduled groups allowed inside following COVID Protocols. Essential building and grounds work by individuals allowed. Individual appointments available; office doors may be closed for privacy. Masks required in Sanctuary. Please wear mask in all common areas. | Building open limited hours Restrooms available. Scheduled groups allowed outside. Scheduled groups allowed inside following COVID Protocols based on program planning. Essential building and grounds work by individuals allowed. Individual appointments available; office doors may be closed for privacy. Masks not required in Sanctuary. Please wear mask in all common areas. | Building/Grounds Open. Worship Inside. |
| Masks | Outside: Facemasks required when with those outside your household Inside: Facemasks required. Follow State/DOH mask requirements | Outside: Please wear a mask for all congregation-wide events unless away from group. Workers outside do not need a mask. Please maintain some distance. Outdoor groups of 15 or less can meet maskless when agreed by all using inclusion, covenant, consent, and care principles (https://www.uua.org/leadership/library/covenantal-consent). Inside: Masks required for those over 2 years old when in shared space (can be maskless when alone or with members of the same household in closed room). | Same as Very High Risk Category (Phase 2) | Outside: Please wear a mask for all congregation-wide and public events unless away from group. Workers outside do not need a mask. Please maintain some distance. Small/med. outdoor groups can meet maskless when agreed by all using inclusion, covenant, consent, and care principles. Inside: Masks required for those over 2 years when in shared space (can be maskless when alone/with members of the same household in closed room). Small inside groups can meet maskless when agreed by all using inclusion, covenant, consent, and care principles. | Guidelines to be adjusted based on current science. |
| Worship | Follow all posted OUUC COVID guidelines. On-line only | In addition to the Sunday worship service team of volunteers and staff, 15 congregants are allowed in the Sanctuary. Outdoor watch parties or services allowed if tech and volunteers are available. | Multiplatform in-person/online. Sanctuary divided into spaced seating areas. Number allowed set by distancing requirements. No congregational singing; humming encouraged. | Multiplatform in-person/online. Sanctuary divided into spaced seating areas. Number allowed set by distancing requirements. | Multiplatform in-person/online. |
| Ceremonies & Funerals | Online only. | Up to 15 people in the Sanctuary with distancing in addition to service team, once HVAC repairs complete. Larger groups may meet outside at the Columbarium. At minister's discretion. | Sanctuary divided into spaced seating areas. Number allowed set by distancing requirements. No congregational singing; humming encouraged. | Sanctuary divided into spaced seating areas. Number allowed set by distancing requirements. | |
| Outdoor Congregational Events | Determined by staff. | Determined by staff planning in alignment with OUUC pandemic guidelines. | Same as Very High Risk Category (Phase 2) | Same as Very High Risk Category (Phase 2) | |

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| Risk category | Severe Risk | Very High Risk | High Risk | Medium Risk | Low Risk/New Normal |
| Music | No choir in person. Music as determined through planning process. Singers or instrumentalists must be vaccinated or show a negative test within 72 hours of the event (rehearsal, worship.) | Choir members must be vaccinated or show a negative COVID test within 72 hours of the singing event (e.g.-rehearsal, worship). Inside: Up to 15 people may sing inside; reservations required. Singers must be vaccinated or tested, masked (N-95 or other high quality mask) and properly distanced (10-12 feet). Maximum 30 minute rehearsal with at least 10 minutes in between for air exchange. Doors and windows open, portable air filter used. Outside: Number of people determined by distancing requirements of at least 6 feet, singers must be vaccinated and masked. Reservations required. Other music as determined through planning process by staff. | Same as Very High (Phase 2) | Music offerings to be determined through planning process and following best available current recommendations for masks, distance, etc. Choir members must be vaccinated. | Choir in person following best available current recommendations. |
| Nursery & Childcare | Closed/Unavailable. | Closed/Unavailable. | Childcare for events available at staff discretion following best available current recommendations. Nursery/childcare staff and volunteers must be vaccinated. | Nursery open. Childcare for events available at staff discretion following best available current recommendations. Nursery/childcare staff and volunteers must be vaccinated. | Open |
| Children & Youth | Online only. | Online or small groups of up to 15 in person indoors as determined in program planning by staff using COVID protocols. Larger groups may be possible outdoors based on program planning. | Online or in person as determined in program planning. | Online or in person as determined in program planning. | |
| Staff | Staff usually work from home. May work from building following COVID protocols. Not available for in-person support. | Staff usually work from home. May work from building following COVID protocols. Available for in-person support at staff discretion. | Staff may work in building or home. Available for in-person support at staff discretion. | Staff may work in building per work schedule. Available for in-person support at staff discretion. | Staff at building per work schedule. |
| Group Leader Requirements | Follow OUUC Guidance | Guidance to group meetings is provided by the OUUC COVID Pandemic Manual, staff, and signage. | Groups must have a group leader that: Reserves space in advance with the office. Makes sure everyone signs in. Submits a completed checklist afterwards. Leads consent conversations about meeting online or outdoors/indoors and on mask-wearing and touching. Make sure building is closed/locked. | Same as High Risk (Phase 3) | |
| Social Distancing | Must maintain a social distance of at least 6 ft. with those outside the same household. | Maintain a social distance of 6 ft. or more with those outside the same household. | Same as Very High Risk (Phase 2) | Same as Very High Risk (Phase 2) | |
| Contact Tracing | Everyone must sign into the building. The Check List with attendance must be filled out for all onsite meetings. | Everyone must sign in when entering the building. Small group sign-in sheets with attendance must be filled out for all onsite meetings. | Same as Very High Risk Category (Phase 2) | Same as Very High Risk Category (Phase 2) | |
| Food | No sharing of food. Water fountain not available. | No food to be consumed inside the building. Kitchen may be used for food prep. No potlucks. Water fountains not available. | Food/drink to be determined in planning. Individual servings. No sharing utensils. | Food/drink to be determined in planning. For large congregation-wide events, food only allowed outdoors. Individual servings or 1-3 people serving food following protocols. No sharing utensils. | |
| Sanitizing Hands | Use hand sanitizer or wash hands when entering the building and often. | Use hand sanitizer or wash hands when entering the building and often. | Same as Very High Risk Category (Phase 2) | Same as Very High Risk Category (Phase 2) | Hand sanitizer machines available. |

Olympia Unitarian Universalist Congregation Phased Reopening Plan
 Created by the OUUC Health & Safety Team, approved by the Board of Trustees on September 9, 2021
 Please note that circumstances may require OUUC to revert to a more restrictive phase at any time.
 Updated November 19, 2021

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|--------------------|---|---|---|---|--------------------------------------|
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| Disinfecting Areas | Disinfect areas and equipment before and after use. | Guidance for site sanitation is provided by the OUUC COVID Pandemic Manual, staff, and signage. | Same as Very High Risk Category (Phase 2) | Same as Very High Risk Category (Phase 2) | |
| Other | Follow all posted UUS COVID guidelines. | Follow OUUC COVID Pandemic Manual, staff direction, and signage. | Same as Very High Risk Category (Phase 2) | Same as Very High Risk Category (Phase 2) | Follow all posted safety guidelines. |