

## Olympia Unitarian Universalist Congregation Phased Reopening Plan

Created by the OUUC Health & Safety Team, approved by the Board of Trustees on September 9, 2021; undated April 24, 2022, August 12, 2022 and November 21, 2022.  
Please note that circumstances may require OUUC to revert to a more restrictive phase at any time.

As of November 21, 2022, OUUC has suspended reference to the OUUC Pandemic Manual as a source of guidance regarding our response to the COVID pandemic. That guidance will now be provided solely by the information provided in the Phased Reopening Plan, below. OUUC will continue to rely on the national data-tracking systems employed by the CDC and CovidActNow, which provide a color-coded risk assessment and metrics for Thurston County, and state and county guidelines and mandates, including the procedures and guidelines following exposure to COVID-19 (<https://doh.wa.gov/emergencies/covid-19/isolation-and-quarantine-covid-19>). From all the guidance available, however, we conclude that the most important components of our attempts to limit transmission of the virus are vaccination, proper ventilation in church facilities, and masking, especially in crowded conditions. The guidance provided in the Plan, below, is based on that understanding.

Community Level	High	Medium	Low
<b>Building Availability</b>  (Rentals follow OUUC Phase Guidelines)	<p><b>Building closed except for scheduled meetings/events.</b> Entryway open. Restrooms available.</p> <p><b>Scheduled groups allowed outside following Covid Protocols and planning by staff.</b></p> <p><b>There may be up to three scheduled groups of up to 30 people each in the building at one time in spaces serviced by different HVAC systems (Sanctuary, Classrooms, and Commons), following COVID Protocols.</b> Essential building and grounds work by individuals allowed.</p> <p>Masks required throughout the building. Vaccines are expected and encouraged.</p>	<p><b>Building open limited hrs.</b> Entryway open. Restrooms available.</p> <p><b>Scheduled groups allowed inside following COVID Protocols based on program planning..</b></p> <p>Essential building and grounds work by individuals allowed. Individual/Pod reflection available by appointment- keep doors closed. Please wear mask at all times inside.</p>	<p><b>Building open limited hrs.</b> Entryway open. Restrooms available.</p> <p><b>Scheduled groups allowed inside following COVID Protocols based on program planning.</b></p> <p>Essential building and grounds work by individuals allowed. Individual/Pod reflection available by appointment- keep doors closed. Please wear mask at all times unless eating or drinking in designated areas.</p>
<b>Masks</b>	<p><b>Outside:</b> Please wear a mask for all congregation-wide events unless away from group.</p> <p>Workers <b>outside</b> do <b>not</b> need a mask. Please maintain some distance.</p> <p><b>Outdoor</b> groups of 15 or less can meet maskless when agreed by all using inclusion, covenant, consent, and care principles (<a href="https://www.uua.org/leadership/library/covenantal-consent">https://www.uua.org/leadership/library/covenantal-consent</a>).</p> <p><b>Inside:</b> Masks required at all times for all those over 2 years old.</p>	<p><b>Outside:</b> Please wear a mask for all congregation-wide events unless away from group.</p> <p>Workers <b>outside</b> do <b>not</b> need a mask. Please maintain some distance.</p> <p><b>Outdoor</b> groups of 15 or less can meet maskless when agreed by all using inclusion, covenant, consent, and care principles (<a href="https://www.uua.org/leadership/library/covenantal-consent">https://www.uua.org/leadership/library/covenantal-consent</a>).</p> <p><b>Inside:</b> Masks required for all those over 2 years old, with these exceptions: (1) when eating/drinking in a designated area; (2) when gathering in groups of 10 or less, by consensual agreement; (3) speakers and soloists may remove their masks when performing at large gatherings such as services, memorials and weddings.</p>	<p><b>Outside:</b> Please wear a facemask for all congregation-wide and public events unless away from group.</p> <p>Workers <b>outside</b> do <b>not</b> need a mask. Please maintain some distance.</p> <p>Small/medium <b>outdoor</b> groups can meet maskless when agreed by all using inclusion, covenant, consent, and care principles. (<a href="https://www.uua.org/leadership/library/covenantal-consent">https://www.uua.org/leadership/library/covenantal-consent</a>).</p> <p><b>Inside:</b> Masks required for all those over 2 years old, with these exceptions: (1) when eating/drinking in a designated area; (2) when gathering in groups of 10 or less, by consensual agreement; (3) speakers and soloists may remove their masks when performing at large gatherings such as services, memorials and weddings.</p>

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Community Level	High	Medium	Low
<b>Worship</b>	In addition to the Sunday worship service team of volunteers and staff, 30 congregants are allowed in the Sanctuary. Congregational singing allowed with masks. Outdoor watch parties or services allowed if tech and volunteers are available. Follow all posted OUUC COVID guidelines. Worship may be moved online as needed.	Multiplatform in-person/online. Sanctuary divided into spaced seating areas. Number allowed set by distancing requirements. Congregational singing allowed with masks.	Multiplatform in-person/online. Sanctuary divided into spaced seating areas. Number allowed set by distancing requirements. Speakers and singers may unmask to perform.  Congregational singing allowed with masks.
<b>Ceremonies &amp; Funerals</b>	Up to 30 people in the Sanctuary with distancing, in addition to service team. Larger groups may meet outside at the Columbarium at minister's discretion. Follow all posted OUUC COVID guidelines. May be moved online as needed.	Multiplatform in-person/online. Sanctuary divided into spaced seating areas. Number allowed set by distancing requirements. No congregational singing; humming encouraged.	Music offerings to be determined through planning process and following best available current recommendations for masks, distance, etc. Congregational singing allowed with masks.
<b>Outdoor Congregational Events</b>	Determined by staff planning in alignment with OUUC pandemic guidelines.	Same as High Category	Same as High Category
<b>Music</b>	Inside: Up to 30 choir members may sing inside; reservations required. Singers must be 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 choir participants 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.	Music offerings to be determined through planning process and following best available current recommendations for masks, distance, etc.	Same as medium category.
<b>Nursery &amp; Childcare</b>	Closed/Unavailable.	Nursery open. 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.
<b>Children &amp; Youth</b>	Online or small groups of up to 30 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.
<b>Staff</b>	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.

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Community Level	High	Medium	Low
<b>Group Leader Requirements</b>	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. Masking, ventilation, and distancing standards apply. Submits a completed checklist afterwards. Leads consent conversations about meeting online or outdoors/indoors. Make sure building is closed/locked.	Same as Medium Category
<b>Social Distancing</b>	Maintain a social distance of 6 ft. or more from those outside the same household.	Use Traffic Light Gathering Guide: <b>Red:</b> Need Distance <b>Yellow:</b> Use Caution; give some space, ask <b>Green:</b> I don't need space	Use Traffic Light Gathering Guide: <b>Red:</b> Need Distance <b>Yellow:</b> Use Caution; give some space, ask <b>Green:</b> I don't need space
<b>Food</b>	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 allowed outdoors or only in a designated indoor area. Individual servings or 1-3 people serving food following protocols. No sharing utensils.
<b>Sanitizing Hands</b>	Use hand sanitizer or wash hands when entering the building and often.	Same as High Category	Same as High Category
<b>Disinfecting Areas</b>	Guidance for site sanitation is provided by the OUUC COVID Pandemic Manual, staff, and signage.	Same as High Category	Same as High Category
<b>Other</b>	Follow OUUC COVID Pandemic Manual, staff direction, and signage.	Same as High Category	Same as High Category
<b>Vaccinatons</b>	All users of the building should be fully vaccinated to the extent possible at the time and according to their own medical status.	Same as High Category	Same as High Category
<b>Testing or Symptoms</b>	Everyone is expected to wait 10 days before returning to OUUC after the onset of COVID symptoms or a positive COVID test of any kind, whichever happens first. <i>If you are ill with <b>any</b> new symptoms, please stay home until you are well.</i>	Same as High Category	Same as High Category