

REV 19 November 2021

B-8.1.5 (R) COVID-19 Pandemic

The Board's duty of care requires oversight of the church's human and material resources to ensure that they are used for the benefit of its mission. The Board is grounded in its duty by Unitarian Universalist principles including:

- Concern for the most vulnerable
- Accessibility and inclusion of all members and friends
- Recognition of our part in the interdependent web and that our risk-taking and protective actions affect more than just ourselves.
- Ethical treatment of our leaders and staff requires minimizing risks to them.
- Good science and our UU values must be the basis for decisions.
- Commitment to our mission, community, and theology
- Mindful of the spiritual demands of transition.
- Hope that we will create "a new normal" with more justice, more love, more equity, more sustainability, and more peace.

Although the use of Covid vaccinations has been shown to be highly effective in preventing serious illness or death from COVID-19, a significant segment of the population is still not vaccinated, often because of personal choice.

Our strong desire to connect in-person has become possible for gatherings to resume on the UUFD campus with certain restrictions.

UUA GUIDELINES for Gathering in Covenantal Community (Aug. 20, 2021)

- The appropriate UUA guidance is considered in this policy.
- Individuals take preventative measures to protect self and others.
- Group takes time to listen deeply to one another's concerns and fears before making any decisions, even if everyone is vaccinated.

It is understood that these recommendations are subject to change as state and local guidelines are updated.

Advanced reservations by a UUFD member are required for all areas and must be confirmed through the Church Office Administrator.

The guidelines in this policy are drawn from work that the UUFD COVID-19 Advisory Group has been doing with a model developed by Massachusetts Institute of Technology to quantify the variables for controlling the spread of the COVID-19 virus to a given risk level for indoor gatherings. We have chosen a risk level of the COVID-19 virus being transmitted to less than 1 person during the course of 100 in-person meetings. This represents almost 2 years of in-person Sunday Services and is a very low risk factor, lower than what SJBPH guidelines would permit. The model quantifies many factors including the level of masking used, the vocalization vigor (such as singing), the size of the room, the number of people, the time they are in the room, the level of ventilation in the room and the local COVID-19 infection prevalence in terms of the number of infected people per 100,000 population. This

COVID-19 infection prevalence value is not directly listed by the SJBPH but is calculated from their data by the UUFD COVID-19 Advisory Group on a weekly basis. The COVID-19 model also includes an assumption that 80% of the attendees are vaccinated. This accommodates the children that may not be immediately vaccinated.

B-8.1.5.1 Outdoor gatherings

UUFD groups are permitted to gather on campus and must observe the following:

- Masks are recommended for all unvaccinated people 2 years and older.

B-8.1.5.2 Indoor gatherings

- People 12 years and older must be fully vaccinated to attend in person.
- Encourage unvaccinated people 12 years and older as well as vaccinated people that have been told by their physicians that they have immunocompromised conditions to attend on Zoom to protect themselves and others
- N95 Masks are required inside all buildings at UUFD, regardless of vaccination status for all people 2 years and older. Children under 2 years old and worship service participants are exempt from the mask requirement.
- Worship service participants on the Chancel are encouraged to wear masks but may remove their mask when speaking and will practice 6-foot distancing from other people on the Chancel when unmasked.
- All volunteers and staff for the Faith Formation program must be fully vaccinated.
- Added ventilation above the “natural ventilation” of the buildings is not required for safety, as the COVID-19 model accommodates no added ventilation with masking, the number of people and time that they are in the building. It is recommended that ventilation using window fan(s) pushing air out of window(s) on one side of the meeting area and allowing fresh air to enter from open window(s) on the opposite side of the meeting be used if the outside temperature is above 65 deg F upon approval of the Minister or Worship Leader if the gathering is for a Sunday service.
- Seating will be reserved in the Sanctuary and other areas for those who prefer to maintain six-feet of physical distancing.
- Worship services must be multiplatform.
- Requirements for office use are a staff decision.
- No indoor singing by attendees. No full choir singing.
- Singing on the sanctuary chancel by a maximum of 5 people is allowed if distanced from the audience by 25ft. Singing masks or the equivalent are required for song leaders and singers. This singing is accommodated in the COVID-19 model by virtue of the lower 90% level of mask compliance that is used. See Appendix B.
- Charts showing the number of people allowed and the time limit are shown in Appendix B, C, D and E. Details on the chart conditions for each building are given in Appendix A.

- Instructions for the use of all charts are given in Appendix B.
- The total person attendance and time limit in the sanctuary with 90% mask compliance is determined by the chart in **B-8.1.5.11** Appendix B. This condition allows for limited masked singing on the chancel.
- The total person attendance and time limit in the sanctuary with 95% mask compliance is determined by the chart in **B-8.1.5.12** Appendix C. This condition allows for NO singing on the chancel and represents the best attendance and time limit that we can do with the current facility. Note that the higher level of mask compliance makes a significant increase in the ability to use the sanctuary.
- The total person attendance and the time limit in Bowman hall is determined by the chart in **B-8.1.5.13** Appendix D. This uses 95% mask compliance.
- The total person attendance and the time limit in Columbine is determined by the chart in **B-8.1.5.14** Appendix E. This uses 95% mask compliance.

B-8.1.5.3 Circle Suppers

Circle Suppers are designed to be small groups (6-8).

Recommendations:

- Outdoor dining only.
- Participation in circle suppers shall be limited to fully vaccinated people. People that have been told by their physicians that they have immunocompromised conditions should also not attend at this time to protect themselves.
- Seating should be provided for those who prefer to maintain six-feet of physical distancing.
- Minimize objects touched by multiple people.
- Provide hand sanitizer.

Food Service:

- Bring your own food/beverage and utensils.
- Pot Luck – at the discretion of the group.
 - Use hand sanitizer before going through service line.

B-8.1.5.4 Special Considerations

As determined by Staff, special consideration may be given to Social Justice activities or other circumstances that fall outside the stated guidelines. The UUFd COVID-19 Advisory group should be consulted regarding these situations.

B-8.1.5.5 Participants' Responsibilities

Participants must notify the UUFd office staff with any positive COVID-19 test results within 14-days of attending an event at UUFd. The office will notify the health department.

B-8.1.5.6 Restroom Use

Follow posted cleaning procedures.

B-8.1.5.7 Group Organizers

Group organizers must be members of UUFD and assume the following responsibilities:

- Apply for and reserve a defined space with UUFD office staff following reservation procedures developed by staff.
- Remain onsite for the entire meeting and agree to enforce these safety precautions.
- Understand that non-compliance may result in revocation of the use of space for gatherings.

B-8.1.5.8 Staff Responsibilities

Staff responsibilities include:

- Scheduling meeting times and spaces;
- Developing and implementing reservation forms and procedures; and
- Reporting to local health authorities the names and contact information of any participants they learn of who test COVID-19 positive within 14-days of attending an event on the UUFD campus.

B-8.1.5.9 COVID-19 Monitoring

This policy is subject to change as local COVID-19 conditions change

B-8.1.5.10 Appendix A

Notes for the chart in the Appendix B (Sanctuary):

1. Assumes N95 masks are worn at the 90% compliance level.
2. Singing mask singing allowed on the chancel
3. No added ventilation is used above the “natural ventilation” of the building
4. No singing by the congregation audience.
5. Assumes 80% of people are fully vaccinated (accommodates unvaccinated kids)

Notes for the chart in the Appendix C (Sanctuary):

1. Assumes N95 masks are worn at the 95% compliance level.
2. No singing allowed on the chancel
3. No added ventilation is used above the “natural ventilation” of the building
4. No singing by the congregation audience.
5. Assumes 80% of people are fully vaccinated (accommodates unvaccinated kids)

Notes for the chart in the Appendix D (Bowman Hall):

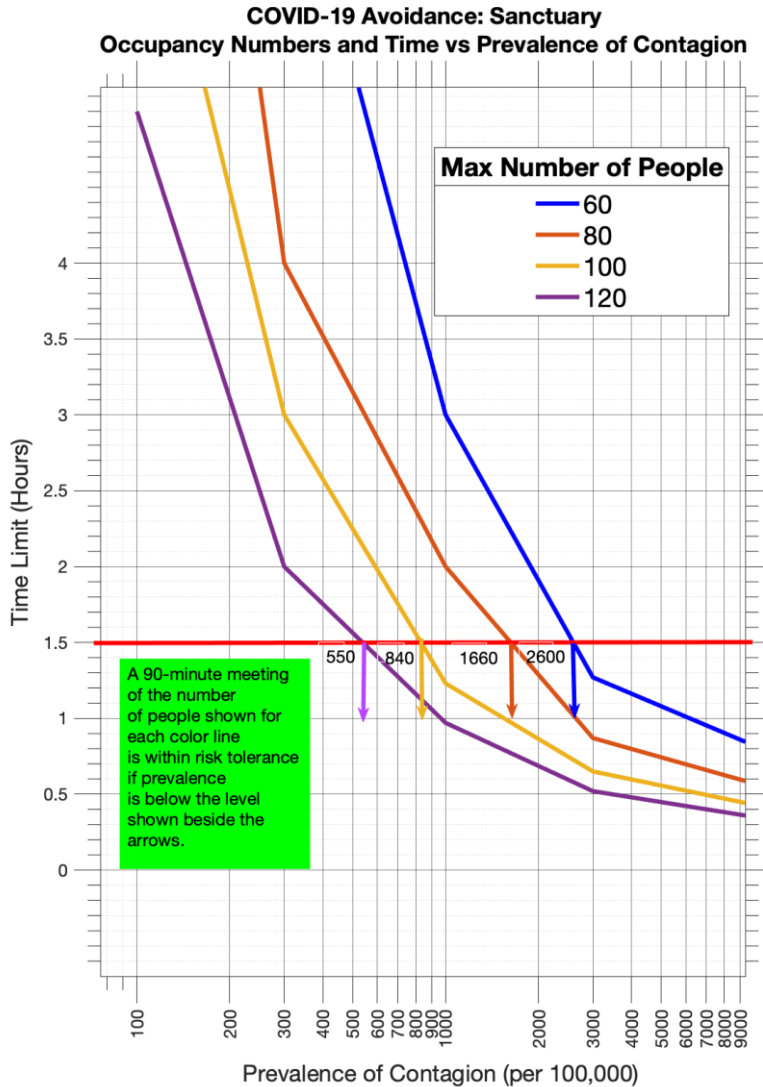
1. Assumes N95 masks are worn at the 95% compliance level.
2. No added ventilation is used above the “natural ventilation” of the building
3. No singing.

4. Assumes 80% of people are fully vaccinated (accommodates unvaccinated kids)

Notes for the chart in the Appendix E (Columbine House):

1. Assumes N95 masks are worn at the 95% compliance level.
2. No added ventilation is used above the “natural ventilation” of the building
3. No singing.
4. Assumes 80% of people are fully vaccinated (accommodates unvaccinated kids)

B-8.1.5.11 Appendix B- Occupancy numbers and time Vs Prevalence of COVID-19 Contagion for Sanctuary building with 90% compliance

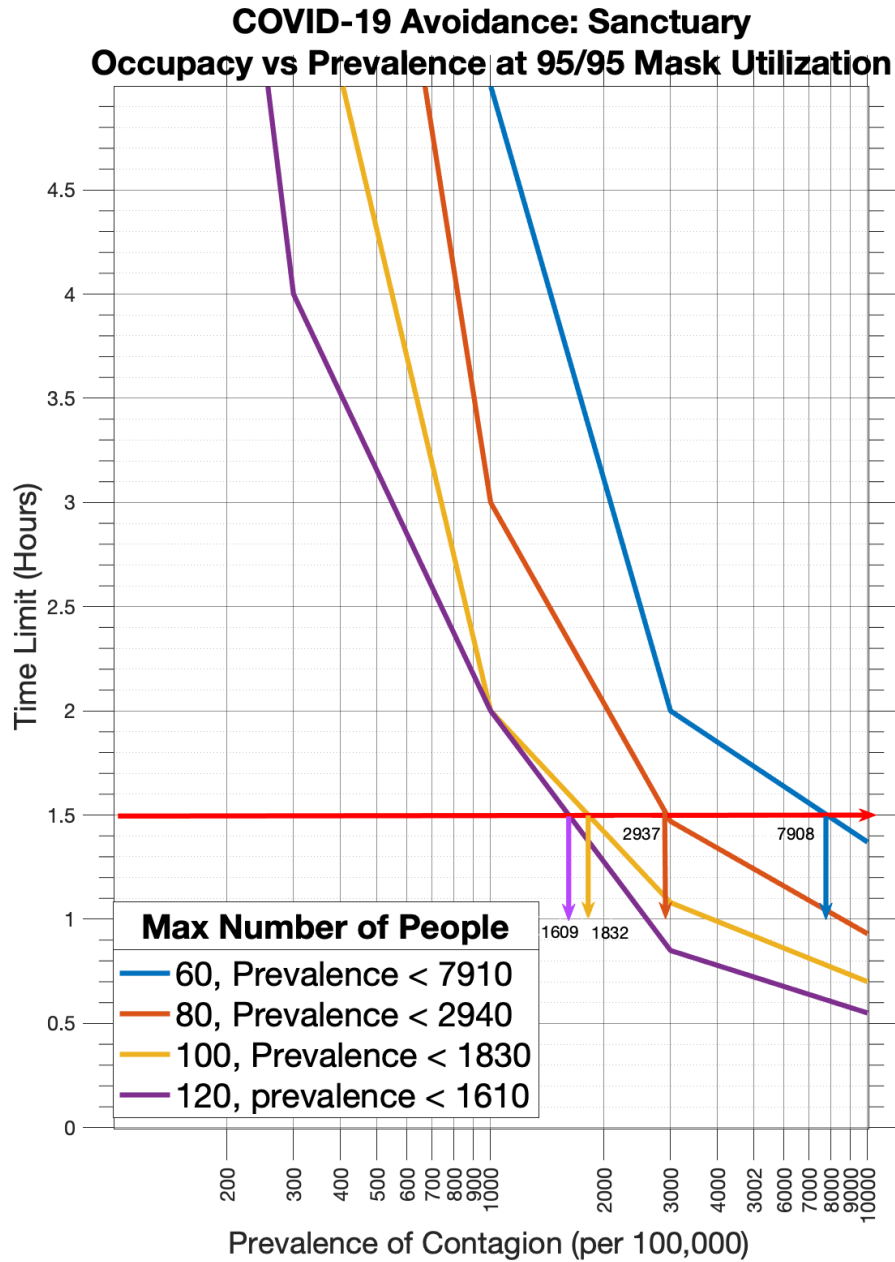


How to read this chart:

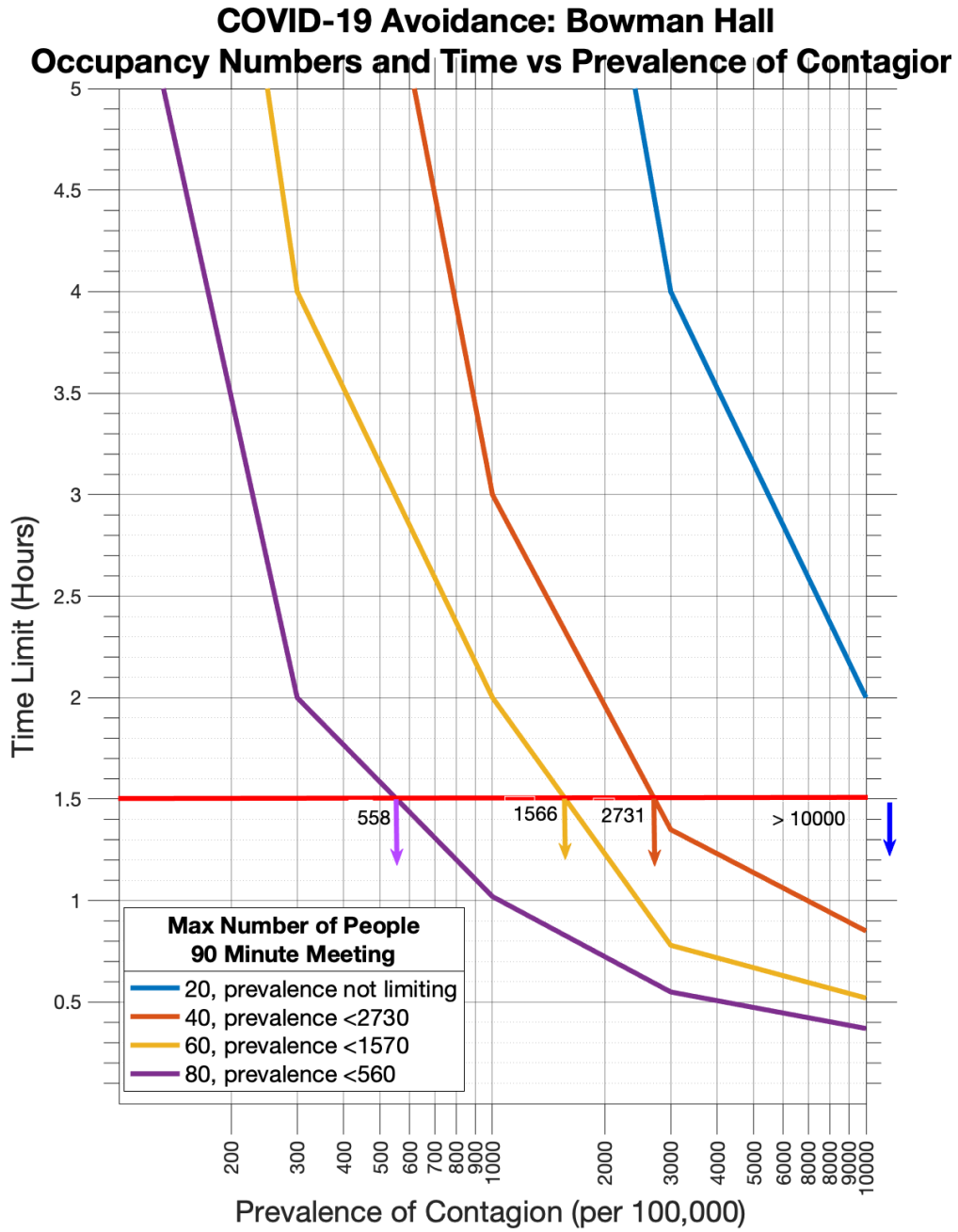
1. Find the location of the current Prevalence of Contagion value supplied by the UUFd COVID-19 Advisory Group on the horizontal (bottom) side of the chart.
2. Follow this location straight up the chart until it intersects line for the maximum number of people that are planned to be at the gathering.
3. Extend a horizontal line from this intersection over to the left side of the chart to read the time limit for the gathering.

For example: if the current Prevalence of Contagion value was 2600 (blue arrow), that value will intersect the 60 person line at 1.5 hour time limit (red line). If 80 people are planned, it would result in a 1 hour time limit. For 100 people the time limit would be 0.7 hour (0.7hr X 60 minutes/hr = 42 minutes)

B-8.1.5.12 Appendix C- Occupancy numbers and time Vs Prevalence of COVID-19 Contagion for Sanctuary building with 95% compliance

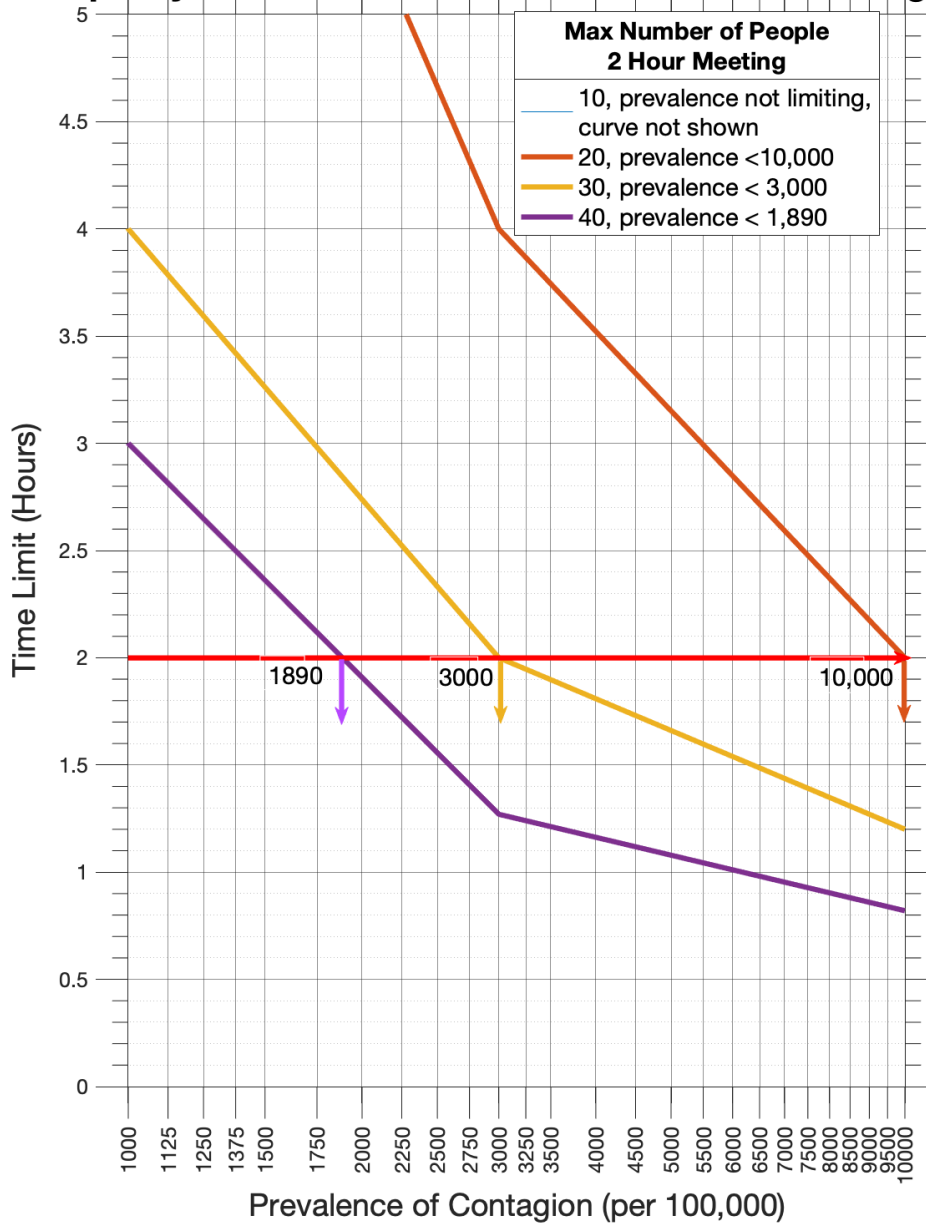


B-8.1.5.13 Appendix D- Occupancy numbers and time Vs Prevalence of COVID-19 Contagion for Bowman Hall, 95% mask compliance



B-8.1.5.14 Appendix E- Occupancy numbers and time Vs Prevalence of COVID-19 Contagion for Columbine building, 95% mask compliance

**COVID-19 Avoidance: Columbine House
Occupancy Numbers and Time vs Prevalence of Contagion**



Date approved by Board of Trustees: _____, 2021