

UUCGT Reopening Plan

10/27//21

Introduction

Principles

As a congregation committed to our Unitarian Universalist values and principles, we present the following plan in accordance with the best science for containing the spread of COVID-19. We prioritize safety for the vulnerable members of our community, our staff and volunteers. We desire responsible consideration of scientific evidence, and we bear in mind the interdependent web of existence which our actions will affect.

When the board of UUCGT determines that it is safe to begin limited in-person events again, the following parameters will be applied for any UUCGT event or use of UUCGT facilities

Process

The UUCGT Reopening Task Force (ROTF) will collaborate with the Minister, staff, and committees in developing reopening plan recommendations. Authority to approve and implement the plan rests with the board.

Sources

The ROTF has utilized the following sources of information in formulating this plan: UUA Recommendations, CDC Recommendations, MDHHS Regulations, GTCHD Recommendations, and information from other congregations.

Assumptions

1. UUCGT plans to utilize a Hybrid model (in-person together with live streaming) for services going forward.
2. Phased re-opening will be dependent on the current level of COVID risk, vaccination rates, and State of Michigan restrictions
 - a. Risk metric will be the U of M/MDHSS Safe Start risk level (Low, A,B, C,D, or E) for Grand Traverse County.
3. We should anticipate changes in risk level and parameters based on multiple variables. This may require ongoing adjustments to these parameters.
4. Parameters and requirements for meetings and congregational gatherings will be applied equally in all situations.

Individual Responsibility

1. Each participant is individually responsible for adhering to face mask, social distancing, and other requirements.
2. Each participant is responsible for not participating if self-screening for potential COVID symptoms is positive.

COVID -19 Vaccinations and Vaccine Equity

UUCGT recognizes and affirms individual dignity, right of conscience, and right of choice to decide on vaccination. UUCGT wishes to facilitate safe gatherings for congregants while recognizing variable vaccination access and vaccination status. We encourage vaccination for those who are able, and will work with those who are not vaccinated to keep everyone as safe as possible.

In-Person Sunday Services Reopening

The timing for reopening of Sunday Services is dependent on infrastructure and capability to provide hybrid worship service and is also dependent on the integration of our new settled minister into the congregation

Parameters for In-Person Worship with high local levels of COVID (Michigan Safe Start Level E, CDC Level High)

- With high levels of community COVID, the following parameters will be utilized to protect all congregants, including the most vulnerable
 - All congregants in the sanctuary must be masked
 - Exception for a speaker from the microphone who is 6 foot distanced
 - All congregants in the sanctuary must be fully vaccinated
 - Live streaming option available for those who are not vaccinated
 - Sanctuary attendance will be limited to 35 to allow for social distancing
 - Children who attend RE will go directly to the RE classrooms

Children's In-person RE Parameters

- CDC guidelines for school reopening will be utilized for phased indoor reopening
- Attendance will be recorded for potential contact tracing
- All teachers and volunteers to be fully vaccinated
- Masking required for teachers, volunteers, and children
- 3 foot social distancing
- Outdoor preferred

Child Care Parameters

- All care givers fully vaccinated and masked
- Masking for children > 2 years of age (as possible)
- Outdoors if possible

UUCGT Gathering Restrictions for Groups

In person committee and small group gatherings are allowed with these limitations:

- Must be scheduled through the UUCGT office
- Indoor
 - All attendees masked. Social distancing recommended for those who are not fully vaccinated
- Outdoor
 - Masking recommended for those who are not fully vaccinated
- Kitchen may be utilized but must be cleaned as per posted parameters
- Applies to
 - Board and Committee Meetings
 - Small group gatherings
 - Wed night supper
 - Building rentals
- Does not apply to:
 - Sunday Services and associated VE, Child Care, Hospitality, or RE

Gathering Parameters for Music

VOCAL ENSEMBLE REHEARSALS

- Held outdoors when possible
- If held indoors, 30 minutes long, 6 ft distance between participants
- All participants masked both indoors and outdoors - with special singer's masks

OTHER SMALL GROUP MUSICAL REHEARSALS

- Must be scheduled through the Music Director
- Pianists and String players must be masked at all times
- Wind instruments may use a players mask (has a slot for the instrument) while playing but then switch to a full mask when not playing
- All wind instruments must have double fabric bell coverings
- All musicians must be spaced 6 ft apart while playing

LIVE MUSIC IN SERVICES

- No congregational singing at this time
- Pianist masked

Contact Tracing

If UUCGT is informed of a potential exposure, a member of the ROTF will notify the Grand Traverse Health Department and will coordinate contact with non-vaccinated attendees. Visitors will be asked to sign-in and provide a number so they may be contacted if there is potential exposure. An announcement will also be made explaining the process for contact tracing.

Facility

Facility Rentals

Parameters for rentals are listed in the section “Committee Meetings and Small Group Congregational Gatherings.”

Facility Ventilation

The Facilities Team will investigate the most cost effective options for improving facility ventilation.

Signage

A member of the ROTF will coordinate with the Congregational Administrator to ensure that UUCGT signage is consistent with the most recent Michigan Epidemic Order and other restrictions. Posters from MDHHS MIOSHA will be utilized when available.

Employment

The board and Staff Resources Committee will consider if COVID vaccination should be a requirement or preference for future hiring decisions

Hospitality To be Determined

Appendix A General Guidelines

Medical Guidelines

- Vaccinated is safer than non-vaccinated
 - Fully vaccinated is defined as two weeks after the last COVID vaccination
 - If a gathering includes both vaccinated and non-vaccinated, the risks are greatest for the non-vaccinated
- Masked is safer than non-masked
 - Proper masking covers the nose and chin
- Congregants must bring their own masks
- Social Distancing of households is safer than non-distancing
 - 6 feet separation is recommended
- Outdoors is safer than indoors
- Small groups are safer than larger groups
- Singing and wind instruments carry more risk than recorded music
- Any person with potential COVID symptoms should not attend UUCGT events.
 - Cough, new shortness of breath or difficulty breathing, loss of taste or smell, fever, chills/rigors, fatigue, muscle aches, sore throat, nausea, vomiting, diarrhea, congestion/runny nose.