

## COVID-19 Policy - December 2022 Revisions

Approved by the Board of Trustees in December 2022. This policy supersedes all previous All Souls COVID policies.

**Goal:** To encourage adequate community health resources are available for treatment of severe cases and other emergencies when staff and congregants are at significant risk of contracting COVID-19 and other infectious airborne diseases at church events.

The COVID Task force will meet regularly when the Tulsa County risk level is at Medium or High; or when a special meeting is needed and called. If the risk level reaches High, the COVID Task Force may seek additional measures to be put in place.

### New Risk Level Table

- This new table uses Tulsa County risk level from CDC or COVIDACTNOW website or hospitalization levels for the state of Oklahoma to assign current community risk.
- Using this measure allows us to assess community risk more accurately as immunity increases, but still allows for the possibility of more dangerous variants arising.
- COVIDactnow.org reports the % of hospital beds occupied by patients with COVID-19.
- OSDH reports average 3 day hospitalization rates weekly in their Situation Updates.

### Community Risk Level Based CDC County Risk Level or Oklahoma State Hospitalization Rates

Tulsa County Risk	Low	Medium	High
OK COVID-19 Hospitalizations	Under 200	200-599	Over 600 in state of OK; or over 9% of beds

**The following policies are guidelines and are not mandatory. The Board of Trustees authorizes the Senior Minister, or his designees, to make decisions on a case-by-case basis regarding masking, room occupancy, and any additional restrictions on church property to reduce community spread and risk of infection to staff, members and guest of All Souls. The Senior Minister and staff will use these and previous COVID policies as guidance in making those decisions.**

**The Board of Trustees retains the authority to amend the guidelines, instruct the Senior Minister and staff, and to make decisions on behalf of the church.**

### General Building Use

Tulsa County Risk	Low	Medium	High
OK COVID-19 Hospitalizations	Under 200	200-599	Over 600 in state of OK; or over 9% of beds
Room occupancy limits	None	Max. 75%	Maximum 50%
Registration or sign in	No	No	Yes

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Temperature checks	No	No	Yes
Masking	Optional	Advised	Required
Distancing	No	3 ft	6 ft
Bathroom capacity limits	None	None	Single Occupancy
Food/Drink	Permitted	Permitted	Life Events or with Group Agreement

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### Sanctuary Events

Large group events in the sanctuary will continue to employ layered safety measures unless community risk levels are low.

Tulsa County Risk	Low	Medium	High
OK COVID-19 Hospitalizations	Under 200	200-599	Over 600 in state of OK; or over 9% of beds
Sanctuary occupancy limit	None	None	150
Masking	Optional	Strongly Encouraged	Required.
Unmasked Choir Performances	Yes	Yes	Yes
Congregational Singing	Yes	Yes	Doxology only (equivalent to 4 stanzas)
Chapel capacity (as overflow or use alone)	85	60	50

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### Emerson Hall Events

- Emerson Hall will continue to employ layered safety measures unless community risk levels are low.
- When eating and drinking need to occur in an indoor setting, we will attempt to control ventilation patterns so that persons in the lobby, central hall, offices, and sanctuary are not inadvertently exposed to droplets from those choosing to be in Emerson Hall unmasked.
- This means lobby doors closed, balcony doors open, Room 207 not occupied, so that the majority of air is processed through the return vent in Room 207 before recirculating in the building.
- We will also attempt to increase the amount of fresh air in Emerson when unmasked activities are occurring unless community levels are low.
- When levels are High, only Life Events and Sunday Services will be held in Emerson.

Tulsa County Risk	Low	Medium	High
OK COVID-19 Hospitalizations	Under 200	200-599	Over 600 in state of OK; or over 9% of beds
Emerson Occupancy Limit	None	150	100.
Masking	Optional	Advised	Required.
Event Food/Drink	Yes	Yes	Yes, outside preferred
Unmasked Choir Performances	Yes	Yes	Yes
Congregational Singing	Yes	Yes	Limited to 4 stanzas

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### Transportation in Church Vehicles (Shuttles and Vans):

Tulsa County Risk	Low	Medium	High
OK COVID-19 Hospitalizations	Under 200	200-599	Over 600 in state of OK; or over 9% of beds
Masking	Optional	Required	Required

### Children’s and Youth Programs (6 month to 18 years of age)

Programs specifically geared to children and youth may require extra layers of protection

- Spaces used for children and youth activities have been evaluated for adequate ventilation.
- Children’s and Youth programs may move to Zoom and childcare may be suspended if we reach High levels of community risk.

Tulsa County Risk	Low	Medium	High
OK COVID-19 Hospitalizations	Under 200	200-599	Over 600 in state of OK; or over 9% of beds
Room occupancy limit	None	¾ capacity	Half capacity
Registration or sign in	Yes	Yes	Yes
Temperature checks	As needed	Yes	Yes
Masking	Optional	Required	Required

### All Souls Employees and Staff

The church will supply KN95 disposable masks for employees to use when needing to work with and around groups of people when community risk is Medium or High.

Tulsa County Risk	Low	Medium	High
OK COVID-19 Hospitalizations	Under 200	200-599	Over 600 in state of OK; or over 9% of beds
Registration or Sign-In Required	No	No	Yes
Temperature checks	No	No	Yes
Distancing	No	3 ft	6 ft
Bathroom capacity limited	No	No	Yes
Group Food/Drink	Yes	Yes, if agreement	No
Employees mask indoors	Optional	Advised in general, Required in large groups/with public	Required unless isolated
Reduce building work hours	No	No	As needed

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### **Immunization:**

- We require All Souls staff and volunteers working with infants be immunized against COVID-19 until such time as W.H.O. declares the pandemic to be over and/or the case mortality rate for COVID-19 infection falls to 1 out of 1000 (the same as influenza).

### **Responsibility for Immunization Records**

The staff liaison or their designee is responsible for inspecting and keeping record of vaccination and/or infection information of all participants as required above on the designated excel spread sheet a copy of which will be kept in the Office of the Director of Human Resources.

The staff liaison for each group is responsible for knowing which members of their groups are and are not properly immunized and can fully participate in church activities.

### **Additional Events and Occurrences**

The Executive Staff Team will regularly review upcoming events and consult with the COVID Taskforce as needed to determine the need for additional policies and procedures.

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### *Appendix 1*

#### **Current knowledge guiding the new recommendations:**

- COVID-19 has become endemic, and we will be living with spikes in disease for years to come.
- Vaccination remains the strongest protection against severe COVID-19 and death.
- Masking and distancing also help to reduce the risks of transmitting all variants.
- Most areas of the church have good to great levels of ventilation.
- The vast majority of adults and children six months and older in the USA have now had the opportunity to be vaccinated and receive a booster dose.
- After several significant spikes in disease, we have a good idea at what levels Oklahoma health care resources become strained and then actually overloaded.

#### **Limitations and cautions to acknowledge:**

- Mortality remains 1.1 of 100 if diagnosed with COVID-19 in Oklahoma.
- The risk of dying from COVID-19 is still 10 times greater than the risk of dying from influenza.
- Immunization, whether natural or from vaccination, wanes over time.
- Because immunity wanes and can be improved again by infection or booster immunization, the church members will likely not all be at a high level of immunity at the same time.
- Vaccinated persons can contract COVID-19.
- Vaccinated persons can and do spread the COVID-19 virus to other vaccinated people.
- More dangerous variants are still possible which may necessitate changing the guidelines again.