**Christiania Lutheran Church**

**Welcome Back**

**COVID-19 Re-Open Safety Plan**

**Staff COVID-19 Safety**

1. Staff entering the building will attest to being symptom free per sign in sheet near main entrance door. Staff will screen themselves for symptoms based on current [MDH list of symptoms](https://www.health.state.mn.us/diseases/coronavirus/facilityhlthscreen.pdf) prior to coming to work and when entering the church building.
2. Staff exhibiting any symptoms related to COVID-19 should immediately isolate themselves from others in a closed room, inform as below, and return home. **Symptomatic staff** need to be tested if experiencing COVID-19 symptoms for the safety of themselves and others.

* If church staff become ill with COVID-19 like symptoms, inform Pastor.
* If Pastor himself becomes symptomatic, the Executive Council president/designee will be informed.
* Pastor or Executive Council president/designee will consult with church medical group as needed to determine return to work or resolve questions.

1. Staff with **family members** living in the same household with COVID-19 like symptoms may work if not experiencing COVID-19 like symptoms until the status of family member testing is known. If the family member is negative, staff may continue to work if experiencing no symptoms. If family member is positive, staff should follow MDH guidance as to when to return to work.
2. If a staff member becomes **exposed** to person under investigation or confirmed COVID-19 case due to work circumstances, inform Pastor. Pastor will confer with the church designated medical group to determine next steps in accordance with MDH guidelines.
3. A list of names will be compiled by the medical group/designee for Staff or others exposed to a confirmed COVID-19 person while at church or a church sponsored function. The medical group will evaluate the list of exposed individuals to evaluate the level of risk per MDH guidance.
4. Staff return to work will be determined by [MDH guidance](https://www.health.state.mn.us/diseases/coronavirus/returntowork.pdf).
5. Executive Council will evaluate current sick leave policies to determine policy/benefits for staff at home with confirmed or medical presumptive diagnosis of COVID-19. Symptomatic staff must be tested. Staff will provide the medical group a copy of their test result or documentation of presumptive diagnosis. If a staff household member has a positive COVID-19 test, the staff member will sign an attestation but not be required to submit a copy of the family member’s test.
6. Strongly advise high risk staff and congregation members continue worshiping remotely per MDH list of [high risk populations](https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-at-higher-risk.html). Staff and others are not to attend church in person if experiencing any COVID-19 symptoms. Vulnerable staff are asked to self-identify so church does not have to inquire if there are special considerations or accommodation is needed.
7. Communication of the list of symptoms and listing of high-risk populations should be included in church email chain, church website, and hard copy mailing to members who do not use email. Signage on entrance doors should list symptoms and warn of risk for high risk populations before entering.
8. Executive Council will send a communication to church paid staff to help staff understand current sick leave policy.

Approved June 17, 2020