

COVID-19 Preparedness and Response Plan for St. Peder's Evangelical Lutheran Church February 24, 2021

Developed by: Safe Gathering Task Force

Approved by: St. Peder's Church Council

Date: February 18, 2021

Date: February 24, 2021

St. Peder's Plan

St. Peder's is committed to providing a safe and healthy facility for our staff, members, and visitors. This plan was developed in response to the COVID-19 pandemic to ensure we implement strategies and procedures to preserve public health. It is expected that the entire church will have a role in implementing this plan to mitigate transmission of COVID-19 within our facility and our community that would result in a disruption to our mission. Therefore, all persons in our facility will be expected to comply with all aspects of this plan. The church leadership and council have full support in enforcing the provisions of this policy.

This plan has been developed by the St. Peder's Safe Gathering Task Force composed of Pastor Julie Ebbesen, Church Council President and a small group of members. Guidance and recommendations from the Centers for Disease Control and Prevention (CDC), Minnesota Department of Health, ELCA and mandates from the State have been incorporated into the plan as appropriate including:

- Hygiene, cleaning, and disinfecting;
- Prompt identification and isolation of sick persons;
- Controls for social distancing;
- Housekeeping, including cleaning, disinfection and decontamination;
- Communications and training that will be provided to persons on-site; and

- Management and supervision necessary to ensure effective implementation of the plan.

This preparedness and response plan assumes the following:

1. St. Peder's will follow guidance from the Minnesota Governor, Centers for Disease Control and Prevention (CDC), Minnesota Department of Health and ELCA.
2. St. Peder's personnel will fall into different disease risk categories and decisions for return to the facility will be made in accordance with medical and public health guidance for risk stratification (e.g. age, health status). St. Peder's role is not to determine the risk level of individuals; rather the church leadership should ensure that individuals can make their own informed choices and be supported.
3. St. Peder's activities resumption will occur in a phased approach and comply with established guidance provided in this plan.
4. The COVID19 situation will evolve and St. Peder's will remain adaptable and nimble to the dynamic environment. The baseline level of risk for those working and using our facility will change as restaurants and retail businesses reopen, schools reopen, etc., requiring a reassessment of what level of resumption and precautions are appropriate.
5. Staff members who can practically stay at home to complete work will do so until St. Peder's is fully opened to minimize large gatherings.
 - a. Social distancing, wearing of masks or other appropriate PPE, hand-washing, and disinfection of surfaces are key factors to reducing the transmission of the COVID-19 virus.
 - b. Large gatherings are unlikely to be safe over the next several months. Worship services, and other large gatherings should be carried out online.
 - c. Personal responsibility is key to safe operations and the avoidance of disease transmission. Educational materials will be developed for staff, members, and visitors to the St. Peder's facility.

COVID-19 Plan Management

The church council is responsible for COVID-19 assessment and implementation of this plan with support by staff and volunteers. All staff in the facility will contact the church office with any COVID-19 concerns via e-mail or telephone. Infection control and occupational safety and health plans will apply to anyone working in or visiting the church (e.g. all staff, members, and visitors).

- The church will continue to review updated federal, state and local guidelines and ongoing communications to make sure they are getting relevant and up to date information concerning COVID-19.
- The church council and staff are aware of and will follow all applicable regulations and public health agency guidelines.

Federal guidelines:

<https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/businesses-employers.html>

<https://www.cdc.gov/coronavirus/2019-ncov/community/faith-based.html>

State guidelines: <https://staysafe.mn.gov/industry-guidance/index.jsp>

<https://www.health.state.mn.us>

Local guidelines:

<https://www.hennepin.us/residents/emergencies/covid-public-dashboard>

Affiliation guidelines: <https://www.elca.org/publichealth>

Facility assessments to identify COVID-19 risks and prevention strategies should be done periodically as part of sound occupational health and public health practice. This plan will be reviewed regularly to ensure effectiveness.

Facility Public Health Measures

Infection prevention measures are being implemented at our facility in accordance with public health guidance and best practices.

Hand Washing

Hand sanitizer will be available at the church entrance. All persons must use hand sanitizer upon entry. Hand sanitizer will also be available in staff offices and other areas as needed. All hand sanitizer must be greater than 60% alcohol.

Anyone in the St. Peder's facility is instructed to wash their hands for at least 20 seconds with soap and water frequently throughout the day, but especially at the beginning and end of their time on-site, prior to any mealtimes, and after using the toilet. Hand-sanitizer dispensers can be used for hand hygiene in place of soap and water, as long as hands are not visibly soiled.

A "Clean Your Hands!" posters will be located in all restrooms providing proper hand washing methods. Posters are available from CDC and state departments of health.

In occupied areas, custodial staff are checking and replenishing soap dispensers, paper towels, and hand sanitizer stations at a minimum of once per day, and more often in heavily trafficked public spaces.

Respiratory etiquette: Cover your cough or sneeze

Everyone is asked to cover their mouth and nose with their sleeve or a tissue when coughing or sneezing and to avoid touching their face—in particular their mouth, nose, and eyes—with their hands. Tissues should be disposed of in the trash and individuals should wash or sanitize their hands immediately afterward. Respiratory etiquette reminders appear on posters, and tissues and trash receptacles are readily available.

- The CDC "Stop the Spread of Germs" posters will be posted in all building lobbies and other common areas.
- Tissues are in common areas, including offices, hallway and sanctuary.

Masks

The terms "mask" and "face covering" are used interchangeably in this document.

General Mask Requirements

- All persons entering St. Peder's must wear an acceptable mask while entering the church, while waiting outside to enter, and while inside, except as described later in this document.
- If someone does not have a mask, a church representative will provide a mask at the church entrance, which must be worn immediately.
- Employees are expected to wear masks in public settings where social distancing measures are difficult to maintain. Individuals may bring their own mask, or St. Peder's may supply them for staff.
- The mask when worn must cover both the nose and mouth.

Acceptable Types of Masks

- Types of face coverings can include a paper or disposable mask, a cloth mask, a scarf, a bandanna, or a religious face covering.
- No mask with a valve is permitted.

- Face shields may be worn but only if a mask is also worn properly.

Exceptions to Who Must Wear a Mask

- No child under the age of two should wear a mask.
- An individual who has trouble breathing or other medical or health conditions that make the person unable to tolerate wearing a mask does not need to wear a mask, but must at all times maintain physical distancing of 6 feet inside the church.

When the Mask May Be Removed While Inside the Church

- The pastor and others speaking to the congregation may remove their masks while speaking but only if: (1) they are not sharing a microphone with any person; and (2) they maintain physical distancing of 6 feet at all times when not wearing the mask.
- A person may briefly remove their mask while receiving communion.
- Employees will not be required to wear a mask while alone at their work stations.

Social distancing

Everyone entering the facility is asked to practice social distancing on public health guidance and best practices. These measures may be adjusted according to phases of this preparedness and response plan.

Remote Work and Adjusted Onsite Hours

St. Peder's has implemented the following procedures and practices for remote work and adjusted hours. All staff will meet with their supervisor to determine an individual plan for work location based on responsibilities and risk levels.

- Telework is approved and expected for all persons who can accomplish their primary duty functions from home.
- Staff members may ask their supervisor for guidance and training to work remotely. If requested, the supervisor will provide or otherwise arrange for guidance and training.
- Any staff member who believes they do not have the equipment necessary to complete their assigned responsibilities and tasks should contact their supervisor who will bring equipment requests to the church council for consideration.
- Flexible hours and staggered shifts are available to minimize the number of persons in the facility at one time.

Onsite Work

Staff, members, and visitors will avoid gathering in groups and in confined areas where six feet separation cannot be maintained.

- Shared staff offices are assessed and where feasible staff are reassigned to other working areas or alternate hours to maintain social distancing.
- In areas where shared workspace is in use, sanitizing wipes are available to clean prior to and after use. Staff members will clean any shared workspace before and after use. Wipes must be immediately placed in the trash after use.
- Staff will avoid using anyone else's personal protective equipment, phones, computer equipment, desks, cubicles, workstations, offices, or other personal work tools and equipment.
- Common spaces such as break rooms, study spaces, and conference rooms are rearranged to promote social distancing or unavailable until further notice.

Housekeeping

The church should be cleaned routinely. For surfaces other than high-touch surfaces, ordinary cleaning methods such as soap and water are sufficient. High-touch areas must first be cleaned with soap and water and then must be disinfected, as described below. To minimize the risk, the high-touch areas in the church that may be touched by members of the congregation should be cleaned and disinfected immediately before each worship service.

High-touch areas in the church include: doorknobs, handrails, handles, light switches, desks, phones, computers, toilets, faucets, and sinks.

The disinfectant should be an EPA-registered household disinfectant. See <https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2-covid-19>

Items that are mobile and not needed will be removed to avoid contamination. Individuals will need to keep personal belongings with them. Hangers will be removed from the hallway coat racks.

Pew cushions will be removed and stored. Members should be advised that they may want to bring their own cushions. When possible, other furniture in portions of the church available to those attending services will be removed and stored.

Microphones will not be shared. Each microphone will be disinfected as soon as possible after use. Hearing devices will be made available to congregants as requested and will be disinfected immediately after use.

Vacuumping will be done with a vacuum that has a high efficiency particulate air filter - HEPA. Vacuumping will be done with no other people in the room.

If there is a confirmed positive case among St. Peder's staff or volunteers reported to the pastor, that individual's work space will be cleaned and disinfected.

Doors and Areas to be Closed Off

All water fountains will be closed off, because those cannot be kept adequately sanitized.

When the church will be open for a service:

The church entrance doors will be propped open when possible, to reduce the touching of handles.

The sanctuary doors will be kept open during the service.

The east education wing will be blocked off, with doors locked where possible.

The bathrooms behind the sanctuary and in the nursery will be closed.

The kitchen, fellowship hall, choir room, lounge, library and conference room will be closed.

Screening, Exposure, and Illness Policies

St. Peder's will notify all staff of screening protocols, self-monitoring guidelines, and policies for staff¹ exposed or exhibiting symptoms.

Staff will be notified by phone, text, or email. All COVID-19 related updates will be relayed to staff via email or printed copy.

St. Peder's has leave policies that encourage staff to stay home when they are sick. When household members are sick, or when they are required by a healthcare provider to isolate or quarantine themselves or a member of their household. Leave policies are summarized in the current version of the St. Peder's Personnel Guidelines. Questions on leave policies should be directed to the chair of the personnel committee

Employee Self Screening for those Working On-Site

Staff members will conduct self-monitoring for signs and symptoms of COVID-19. Symptoms of COVID-19 can include fever, cough, shortness of breath, chills, headache, muscle pain, sore

¹ For the purposes of this guidance, "staff" includes all faith leaders, staff, employees, and volunteers associated with the faith-based community, including those responsible for using the facility for support groups or other activities. Contractors, subcontractors, vendors, delivery personnel, seasonal, part-time or temporary staff, however categorized, who are present in the building or organization as a condition to their employment or volunteer work are to be included as staff, and are required to be covered by the COVID-19 Preparedness Plan.

throat, or loss of taste or smell. Other less common symptoms include gastrointestinal symptoms like nausea, vomiting, or diarrhea. Each staff member will conduct a self-screening upon arrival and check-in at work. See the Minnesota Department of Health (MDH)'s Visitor and Employee Health Screening Checklist

(www.health.state.mn.us/diseases/coronavirus/facilityhlthscreen.pdf).

The checklist is also available in Hmong, Somali, and Spanish on Businesses and Employers: COVID-19 (www.health.state.mn.us/diseases/coronavirus/businesses.html).

Staff must report symptoms to the pastor and must not enter the workplace if their health screening indicates they are experiencing symptoms of COVID-19 or have tested positive for COVID-19, and they should be sent home immediately. If staff begin experiencing symptoms of COVID-19 while at work, they must also be sent home immediately. If they cannot be sent home they must be isolated in a closed room or remote area of the facility until they can be sent home. A copy of the MDH guidance on "What to do if you have COVID-19"

(www.health.state.mn.us/diseases/coronavirus/case.pdf) will be provided to the staff.

Staff who are experiencing symptoms or have tested positive for COVID-19, or have been in close contact with a person with symptoms or who has tested positive for COVID-19, are instructed not to come to work until their isolation or quarantine period is completed. The pastor is designated to gather information from staff who may be sick with COVID-19 and to engage in needed communications, while ensuring the privacy of infected staff is maintained in accordance with Equal Employment Opportunity Commission (EEOC) Transcript of March 21, 2020 Outreach Webinar (www.eeoc.gov/transcript-march-27-2020-outreachwebinar) .

Staff may work from home with supervisor approval and if the work can be performed from home when they have tested positive for COVID-19 and have no or mild symptoms of COVID-19, or have been in close contact with a person with symptoms or who has tested positive for COVID-19 and are isolating or self-quarantining.

Staff who have been in close contact with the infected person, as well as their respective employers (where applicable), of the possible exposure to COVID-19 while at work will be notified that they have been exposed to a person with COVID-19 symptoms or who has tested positive for COVID-19 while at work by phone, text, or email. St. Peder's will follow Centers for Disease Control and Prevention (CDC) General Business Frequently Asked Questions (www.cdc.gov/coronavirus/2019-ncov/community/general-business-faq.html), and CDC Interim Guidance for Businesses and Employers Responding to Coronavirus Disease 2019 (COVID-19), May 2020 (www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html).

Staff may return to work following a period of isolation or quarantine, following MDH guidance on COVID-19 and When to Return to Work

(www.health.state.mn.us/diseases/coronavirus/returntowork.pdf).

If someone a staff person lives with has COVID-19 or COVID-19 symptoms:

For 14 days, even if the staff person tests negative for COVID-19:

- Stay home as much as possible.
- Stay apart from others.
- Do not share anything that others touch: phones, knives and forks, etc.
- Tell your supervisor and work from home if possible.

If staff person does not get sick, they may go back to work after 14 days.

Confirmed Cases

If a COVID-19 case is confirmed in a staff member or in a member of their household, the staff member will be asked to remain at home and considered to be in quarantine for no less than 14 days. A facility assessment will begin to determine what additional public health and cleaning measures should be implemented. The staff member will be instructed to follow the instructions below as well as any others provided by the MN Department of Health regarding additional staff self-quarantine measures. St. Peder's will work with Hennepin County and the MN Department of Health to inform staff members if they have been exposed to a person with COVID-19 at St. Peder's.

- Stay apart from others; do not share anything that others touch (phones, knives and forks, etc.); wear a mask if you have to be in the same room with others; and stay home until all three of these things are true:
 - It has been at least 10 days since your symptoms first started, AND
 - You are fever-free for 24 hours, without using fever reducing medicine, AND
 - Your symptoms of COVID-19 are better.
- Note: a staff member may need to stay home longer than 10 days if the staff has conditions that weaken the immune system or they have been in the hospital. The staff member will talk to their doctor or clinic for instructions.
- Tell the supervisor and work from home if possible.
- When returning to work, stay 6 feet away from others, if possible, and wear a mask.

Communications and Training

This preparedness and response plan is communicated to the congregation with the council's approval.

- Reviewing Preparedness and Response Plan
- Enhanced Cleaning Procedures
- St. Peder's facility use handout

Facility Use

St. Peder's serves as a gathering place for congregation and community members. Gathering purposes in the congregation include: congregational work, support to social justice missions, celebration events, community meetings, and social engagements. Use of the facility will be based on the phases of this plan and align with state guidance and policies. Priority will be given to mission related activities.

Any group that would like to use the facility while this plan is operational must request use using the Request for Facility Use form (Appendix A). Each request will be reviewed by an internal committee designated by church leadership.

If approved, each group utilizing the facility will be required to:

- Review training provided by St. Peder's
- Share St. Peder's facility rules with participants
 - Conduct appropriate social distancing
 - Wear masks at all times in accordance with Exhibit A.
 - Wash hands
 - Cover your cough
- Take attendance to include name and contact information
- Ensure that each individual or (in the case of minors) guardian signs the waiver (Appendix B) before entering St. Peder's to use the facility.
- Ensure that each person entering St. Peder's signs into the facility each time that they enter.

No member of the congregation or community may use the facility until they have received approval from the Pastor.

Resources

Appendix C provides a list of resources to support the church's decisions and activities during the COVID19 pandemic.

St. Peder's Phases

The purpose of this phase approach is to provide guidance and direction for activities at the church. All decisions about which phase applies at a particular time will be made by the church council. The disease progression is imperfectly known and there may be times where St. Peder's may need to move back and forth between phases.

External Conditions	Church Activities
<p>Phase 0: Hibernation</p> <p>External Conditions: Cases presenting in the state with limited community spread and testing is limited.</p> <p>Criteria (for phase): Government and organization leaders are initiating plans for social distancing.</p>	<ul style="list-style-type: none"> ● Assess risk to staff and congregation ● Meet with church council to determine facility hibernation plan ● Cancel or postpone facility onsite activities ● Plan for social distancing activities ● Meet with staff and initiate plan for hibernation activities

Phase 1: Stay at Home	
<p>External Conditions:</p> <p>Government Orders for communities to stay at home. Disease spread is occurring in the community and hospitalization are increasing. Testing is limited and there are widespread PPE shortages.</p> <p>Criteria (for phase):</p> <p>Government issues to stay at home orders.</p>	<p>Church Activities</p> <p>Worship</p> <ul style="list-style-type: none"> ● Worship services move to online delivery. ● Recording in the sanctuary is limited to critical elements of worship, while maintaining at least 6 ft of space between people. ● Life celebrations (weddings, funerals, baptism) are postponed and all participants notified. Available upon request, fewer than 10 attendees and maintain social distancing. Approval is required by the Pastor. <p>Activities on-site</p> <ul style="list-style-type: none"> ● All St. Peder’s staff will telework. ● Staff may return to the facility to acquire equipment and record worship segments. Perform administrative duties and routine maintenance. ● Bible studies and small groups will meet online.

Phase 2: Sunrise	
<p>External Conditions:</p> <p>There are declining case counts and availability of testing is increasing. Contact tracing is in place and PPE is available for social distancing purposes (e.g. cloth masks).</p> <p>Based on County data 20-30 newly reported cases/10,000ppi</p> <p>Criteria (for phase):</p> <p>State provides relaxed guidance for social distancing.</p> <p>Facilities and core services staff have adequately prepared for return to the facility.</p>	<p>Church Activities</p> <p>Worship</p> <ul style="list-style-type: none"> ● Worship is held online. ● Recording in the sanctuary is limited to critical elements of worship, while maintaining at least 6 ft of space between people. ● Life celebrations (weddings, funerals, baptisms) should be kept to less than 10 in attendance and be able to maintain social distancing. Approval is required. <p>Activities on-site</p> <ul style="list-style-type: none"> ● Will not be permitted unless approved by the council. ● Bible studies and small groups continue to meet online. ● Office functions are limited to ensure essential operations. ● Church councils and leadership teams of less than 10 might consider meeting in person while wearing masks and maintaining social distancing or continue meeting online. ● Facility users/renters may be allowed with approval and based on size and mission. Social distancing and public health measures will be enforced.

Phase 3: Sunrise Plus	
<p>External Conditions:</p> <p>Government leaders continue relaxation of social distancing measures. Cases of COVID19 continue to decrease and testing is available. PPE is widely available.</p> <p>Based on County data 10-20 newly reported cases/10,000ppi</p> <p>Criteria (for phase):</p> <p>State provides relaxed guidance for social distancing.</p> <p>Facilities and core services staff have adequately prepared for return to campus</p> <p>Church has the ability to gradually expand number of people in the church while maintaining social distancing</p>	<p>Church Activities</p> <p>Worship</p> <ul style="list-style-type: none"> ● Worship is held online and in-person with social distancing measures implemented per local guidance. Multiple services may be considered to spread out participation. ● Entrance and exit into the church will be designed to avoid gathering. ● No-touch alternatives for passing the peace, collecting offering, and liturgical resources. Consider removing prayer books and Bibles if you will have multiple services. Use bulletins (do not reuse) or screens as alternatives. ● No fellowship/social hour will be scheduled during this phase. People are encouraged to leave the building after the service (no mingling). <p>Activities on-site</p> <ul style="list-style-type: none"> ● Bible studies and small groups meet in person while maintaining some online options for high risk individuals and those who do not feel comfortable being in public. Masks and social distancing are required. Approval is required. ● Office functions are limited to ensure essential operations ● Groups, teams, and committees could meet in person. Approval is required. <p>High risk individuals (people over 60 and those with underlying conditions), whether staff, volunteers, or program participants, should continue to shelter in place during Phase 3.</p> <p>Social distancing and public health practices (e.g. wearing masks) will be implemented while at church and in community ministry, as is recommended in public spaces.</p>

Phase 4: Normal Operations	
<p>External Conditions:</p> <p>There are no or minimal state restrictions. Vaccine available. Widespread testing and identification of new COVID-19 cases, with quarantining is occurring.</p> <p>< 10 newly reported cases/10,000ppl</p> <p>Criteria (for phase):</p> <p>No or minimal state restrictions.</p>	<p>Church Activities</p> <p>Business as usual.</p>

St. Peder's Activities Chart

	Phase 0	Phase 1	Phase 2	Phase 3	Phase 4
Worship Services	Online	Online	Online	In-Person with Social Distancing	Normal
Students	Online	Online	Online	Online	Normal
Ministry Events	Online	Online	Online	In-person with Social Distancing	Normal
Office Staff	Remote	Remote	Remote / Onsite with Social Distancing	Normal	Normal
Community Groups	Online / Postponed	Online / Postponed	In-Person with permission	In-person with permission	Normal
Life Celebrations	Postponed	Postponed	Postponed	In-Person with permission	Normal

Appendix A – Request for Facility Use

Each outside group must complete a request for facility use. If the request is approved, an authorized representative of the group must sign a waiver before the group uses the facility.

Request for St. Peder's Use

St. Peder's priority continues to be the health and safety of all members of our community. However, we also recognize that our facility supports the missions of our congregation and our community. Consistent with Minnesota orders and public health advice, this form will enable church leadership to identify who might be permitted back to use the facility, starting first with groups who support essential church and social justice missions for our congregation and community.

For everyone's safety, the church's intent is to slowly and gradually invite groups back. Decisions for facility use will be based on phases of the St. Peder's preparedness and response plan. To facilitate approval for use of our St. Peder's, please complete the following form.

Name:

Group Size:

Will this gathering be repeated (e.g. weekly)? If yes, describe frequency.

Date for gathering(s):

Provide a brief summary of the gathering and why it must be done on-site or at another location away from your home.

St. Peder's will provide guidance for use of the facility. Describe the precautions you will take to ensure your health and safety and the health and safety of those who will participate in the gathering. (methods and means for social distancing, PPE, etc.)

Appendix B: Waiver

This form must be completed and signed by each individual or (in the case of minors) by the guardian of each individual before that individual is permitted to enter St. Peder's to participate in an authorized facility use by an outside group.

Waiver for Use of St. Peder's Evangelical Lutheran Church

Name of group authorized to use St. Peder's: _____

(referred to as "Group")

Name of participant (referred to as "Participant") _____

If Participant is a minor, name of participant's parent or legal guardian (referred to as "Guardian"): _____

Email address of Participant or (if minor) Guardian: _____

The undersigned Participant or, if the Participant is a minor, the undersigned Guardian hereby acknowledges and agree that by signing up for and participating in activities of Group taking place at St. Peder's ("Activities"), Participant and Guardian will be waiving and releasing all claims for injuries or illness (including, without limitation COVID-19) that Participant or Guardian may sustain, arising out of any Activities. Guardian hereby represents that he/she is the parent or legal guardian of Participant. Each of Participant and Guardian hereby agree as follows: Each of Participant and Guardian hereby recognize and acknowledge that there are certain risks of physical injury or illness (including, without limitation COVID-19) to Participant and Guardian in connection with participating in one or more Activities. Each of Player and Guardian assumes the full risk of any injuries, illness (including, without limitation COVID-19), damages or loss, which the Participant or Guardian may sustain to himself or herself or his or her property, as a result of, participating in any manner, in any and all Activities. In consideration of Participant being permitted to participate in one or more Activities, each of

Participant and Guardian hereby waive and relinquish any and all claims of whatever nature that either Participant or Guardian may have against St. Peder's Evangelical Lutheran Church or any of their council members, employees, volunteers, members, or independent contractors (collectively, the "Released Parties"), as a result of participating in any Activities, even if such claims arise out of negligence of the Released Parties. Each of Participant and Guardian does hereby fully release and discharge the Released Parties from any and all claims for injuries, illness (including, without limitation COVID-19), damage or loss which Participant or Guardian, or any of their respective spouse, heirs, executors, administrators or assigns may have or which may accrue to any of the foregoing as a result of participating in any of the Activities. Each of Participant and Guardian further agree to indemnify, hold harmless and defend the Released Parties from any and all claims resulting from the injuries, illness (including, without limitation COVID-19), damages and losses sustained by Participant or Guardian. Each of Participant and Guardian further understand and agree that the terms of this agreement extend to the provision of or failure to provide proper instructions, supervision, use of or adjustment of any and all equipment, personal protective equipment or apparatus, and anything related to the use of the facilities utilized in any of the Activities. This waiver also covers injury or illness (including, without limitation COVID-19) while spectating, entering or exiting the facilities or traveling to or from any of the Activities. Each of Participant and Guardian understands the nature of the Activities in which Participant plans to participate, and has fully read this agreement, understands the terms of this agreement and has agreed to it voluntarily.

I have read, understand and agree to comply with the Waiver as outlined above
(You must check box before signing.)

Date: _____ Signature: _____

Appendix C - Guidance for developing a COVID-19 Preparedness Plan

General

CDC Coronavirus (COVID-19) – www.cdc.gov/coronavirus/2019-nCoV

Federal guidelines -

www.cdc.gov/coronavirus/2019-ncov/community/organizations/businesses-employers.html

www.cdc.gov/coronavirus/2019-ncov/community/faith-based.html

State guidelines- staysafe.mn.gov/industry-guidance/index.jsp

www.health.state.mn.us

Local guidelines -

www.hennepin.us/residents/emergencies/covid-public-dashboardhttps://www.hennepin.us/covid-19

Affiliation guidelines: www.elca.org/publichealth

Businesses

CDC Resources for businesses and employers –

www.cdc.gov/coronavirus/2019-ncov/community/organizations/businesses-employers.html

CDC General business frequently asked questions –

www.cdc.gov/coronavirus/2019-ncov/community/general-business-faq.html

Federal OSHA – www.osha.gov

Handwashing

www.cdc.gov/handwashing/when-how-handwashing.html

www.cdc.gov/handwashing

Respiratory etiquette: Cover your cough or sneeze

www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html

www.cdc.gov/healthywater/hygiene/etiquette/coughing_sneezing.html

Social distancing

www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html

Housekeeping

www.cdc.gov/coronavirus/2019-ncov/community/disinfecting-building-facility.html

www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/disinfecting-your-home.html

www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2

www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html

Employees exhibiting signs and symptoms of COVID-19

www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html

Training

www.cdc.gov/coronavirus/2019-ncov/community/guidance-small-business.html

www.osha.gov/Publications/OSHA3990.pdf