

COVID-19 Recovery Efforts at Mosaic

Purpose of this Document

To provide clarity on recovery efforts for Mosaic operations, church services, facility, and staffing changes in response to COVID-19.

This document provides guidance for the following:

- Recovery Timeline and Milestones
- Service & Ministry Changes / Online Strategy
- Social Distancing / Close-Contact
- Facility Changes / Sanitization
- Special Events

Vulnerable members: Over the age of 65 or immune-system compromised

Social Distancing / Close-Contact

The Surgeon General and CDC strongly recommend that we keep social distancing (a 6' buffer between people) at all times throughout Phase 1, which may be relaxed in later phases. For those conducting services during Phases 1-2, social distancing needs to be adhered to.

Following Phase 3, the return to services will likely result in a mass flood of members wishing to return to see those they've been apart from over the last few months. There will be a desire for people to come in close contact with one another, which should be avoided temporarily in Phase 3, and for our staff and congregation to be cautious of even into Phase 4.

Recovery Timeline and Milestones

Mosaic recovery timetables are predicated on the Phase requirements set forth by the Centers for Disease Control (CDC). While some Mosaic programs will continue during all phases, they may have different expressions (online vs in-person group gatherings) depending on the Phase Milestone we're currently under.

COVID-19 Recovery Plan



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	PHASE 1 Restricted Operations	PHASE 2 Reduced Operations	PHASE 3 Limited Operations	PHASE 4* Steady-State Operations
Services	Online Only	In Person (25% Capacity with Strict Social Distancing) No Kid's Ministry & Online	In Person (50% Capacity with Strict Social Distancing) No Kid's Ministry & Online	In Person (Regular Capacity & Precautions) Kid's Ministry & Online
Groups	Online Only	In Person (Under 20 people, Strict Social Distancing, No Childcare) OR Online	In Person	In Person
Counseling	Online Only	Online Only	In Person	In Person
Events	Cancelled	Cancelled	Case-by-Case	Allowed
Staff Location	Remote	Critical Only	Critical Only	On Site
Vulnerable	Online Only	Online Only	Online Only	In Person

Phase 1 (RESTRICTED) Operations

Phase 1 operations have the most strict requirements due to concern of spread of the virus, where we have the most responsibility of doing our part to keep social distancing and isolation of staff. No gathering of staff or congregation is authorized with the exception of production of streaming church services and recording of special communications to the congregation.

During this phase, the following will be in place:

- **Church Services** ONLINE ONLY (FB / Church Online)
- **Small Groups** ONLINE ONLY (Zoom)
- **Counseling** ONLINE ONLY (Zoom / Phone)
- **Special Events** CANCELLED
- **Staff Location** 100% REMOTE
- **Vulnerable** ONLINE ONLY

Phase 2 (REDUCED) Operations

Achieving Phase 2 Operations allows for the lightening of restrictions towards gatherings and will allow for small groups of people to gather together. This is the milestone that will allow for Small Groups to continue meeting in person; it is expected that no more than 50 people can congregate in this phase, with limitations adjusted as we near Phase 3.

During this phase, the following will be in place:

- **Church Services** ONLINE/ IN PERSON (25% Capacity/ STRICT SOCIAL DISTANCING/ NO KID'S ACTIVITIES)
- **Small Groups** ONLINE / IN PERSON (GROUPS LESS THAN 20)
- **Counseling** ONLINE ONLY (Zoom / Phone)
- **Special Events** CANCELLED
- **Staff Location** 100% REMOTE (CRITICAL MEETINGS ONLY)
- **Vulnerable** ONLINE ONLY

Phase 3 (LIMITED) Operations

Achieving Phase 3 Operations allows for the gathering of larger groups of people, and the local government has yet to provide the number restrictions. It is expected that groups of 20,30,50,100 will be able to gather over time, and church leadership will determine which activities will be allowed during each of those representative gathering levels, ensuring safety and security of those who gather. Once there are higher limits to the number of people that can gather, Mosaic will be considered under Phase 3 operations.

Phase 3: Limited to gatherings of 500

During this phase, the following will be in place:

- Church Services ONLINE/ IN PERSON (50% Capacity/ STRICT SOCIAL DISTANCING/ NO KID'S ACTIVITIES)
- Small Groups IN PERSON
- Counseling IN PERSON
- Special Events CANCELLED
- Staff Location CRITICAL STAFF ON-SITE
- Vulnerable ONLINE ONLY

Phase 4 (STEADY-STATE) Operations**

Achieving Phase 4 Operations is the new steady-state for Mosaic, keeping protective measures in place, but allowing for the return of our vulnerable members.

During this phase, the following will be in place:

- Church Services IN PERSON
- Small Groups IN PERSON
- Counseling IN PERSON
- Special Events ALLOWED
- Staff Location ALL-STAFF ON-SITE
- Vulnerable IN PERSON

Service & Ministry Changes

Services ("Church at Home") are currently being conducted online only, recording and broadcasting over YouTube and Facebook. Services will remain online for through Phase 1-2, and with stipulated limitations in Phase 3. We will continue to produce Church at Home videos throughout the summer and until all vulnerable members can participate in person safely and without concern.

Protection of Vulnerable Members

People over the age of 65, those with compromised immune systems, or anyone who is sick is strongly encouraged to participate in online activities only until Phase 4. Volunteers in the vulnerable category will be asked not to serve until Phase 4 is achieved.

Service Elements

Until further notice, service elements that come into contact with multiple people will be changed to reduce contact between church members.

- Communion will be discontinued until Phase 4.
- Pens/ Paper materials will be removed from circulation until Phase 4.
- People will be asked to refrain from any physical contact with anyone outside of their immediate family (hugging, shaking hands, etc) until Phase 4.

Welcome Team

The welcome ministry team (greeters, ushers, parking team, communion) interact with people and typically are in close contact with church members. Until further notice, Mosaic volunteers will not engage in physical contact to make church members feel comfortable. A simple wave and a friendly greeting is sufficient to welcome people into the church. Even if our volunteers feel comfortable greeting with a handshake or hug, it may make others uncomfortable. Training will be conducted prior to returning to services on site.

Kid's & Youth Ministry Precautions

Kid's and Youth Ministry will not return until Phase 3 at the earliest. There will be no kid's ministry during services until phase 4. During Phase 3, we will only offer kid's and youth ministry if strict social distancing procedures can be achieved.

Donut and Coffee Bar

Free coffee bar/ donuts will be closed until Phase 4.

Prayer Team

In person prayer team will not return until Phase 4.

Facility Changes / Sanitization

The following facility changes have been made to protect the congregation before, during, and following services on campus.

- Facilities will have additional cleaning service team members added to support additional disinfecting efforts.
- Disinfecting efforts include:
 - High-touch areas (chairs, door, restrooms)
 - Hand sanitizer stations will be located throughout in the facility.