

## **Monticello Covenant Church COVID-19 Preparedness & Reopening Plan**

**Monticello Covenant Church is committed to providing a safe and healthy environment for all of those that work and worship at our church.** To ensure such an environment, we have developed the following Preparedness and Reopening Plan in response to the COVID-19 pandemic. The staff and leadership of Monticello Covenant are responsible for implementing this plan. **Our goal is to mitigate the potential transmission of COVID-19 in our church building.** This requires full cooperation among staff, members, visitors, and other leadership. **Only through this cooperative effort can we establish and maintain the safety and health of our staff, partners, and guests.**

**Monticello Covenant will continue to provide online worship and ministry into the foreseeable future.** Monticello Covenant is reaching many people online through our Facebook Live sermons and YouTube.

As we continue to work within the laws, executive orders, and guidelines of the CDC and MDH and staying in partnership with our local school districts, we need to have a decision making tool to provide our congregation signals about the local transmission rates so they can assess their comfort with returning to onsite worship and ministry. This will be discussed later in the document under the section entitled “Helpful Information.”

Monticello Covenant will follow recommendations from the Minnesota Department of Health (MDH) and the Federal Center for Disease Control (CDC) to establish guidelines for all aspects of gatherings and ministry to protect staff, partners and guests. As the MDH and CDC communicate reduced limits on groups gathering, we will communicate specific parameters, protective measures, and plans.

### **GENERAL GUIDELINES**

These guidelines will be followed by all participating individuals and ministries of Monticello Covenant.

- Individuals who have a fever of at least 100.4°, are sick with symptoms (see <https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html>), or have been exposed to COVID-19 are asked to enjoy alternative methods of ministry from home (see specific ministry section for this information).

- Cover your cough and sneezes.
- Wash your hands frequently.
- Wear a face covering/mask (required as of Executive Order 20-81).
- Practice physical distancing of 6 feet between individuals outside of your living household.
- Outdoor services and/or meetings (including Celebrate Recovery) are asked to follow these guidelines

**MINISTRY INFORMATION**

The following pages highlight the details and logistics for each ministry or program at Monticello Covenant. These pages will discuss capacity, safety measures, alternatives, and more.

**Monticello Covenant Capacity Information**

Anyone using any of the following areas for worship or meetings must check with Rosy and have her provide the capacity information at the appropriate percentage based on State guidelines.

Area:	25%	50%	75%	100%
Sanctuary				
Front Offices				
Conference Room				
Fellowship Hall				
Youth Room				
Nursery/Sunday School				
Coat Closet				

**Worship & Music**

Worship & Music includes, but is not limited to, Sunday worship services and other worship services.

Indoor/onsite worship will resume when the leadership team opens the building to the public. This will be communicated via email.

*\*Check-Ins will be used for Monticello Covenant to contact individuals if they are exposed to COVID-19 or other information is needed to be shared. See “COMMUNICATION PLAN FOR A COVID-19 POSITIVE CASE” section for more details.*

## **OTHER NOTES**

Hand sanitizer stations and extra face masks will be available. The nursery and Busy Bags will be unavailable. Sunday School will not be offered at this time. Online worship will remain an option indefinitely. The next page highlights details and changes to the onsite worship experience.

<b>Logistic</b>	<b>Current Phase of Reopening</b>
Worship Times	May be adjusted
Capacity	Limited room capacity
Cleaning	Rooms will be disinfected by staff/partners after each use
Distancing	6 ft. of physical distancing will be required between non-family members
Seating	Modified seating will be applied
Socializing	Please refrain from hugs/handshakes. No gathering in the lobby or other areas. All interactions must be from 6 ft. apart.
Masks	Face coverings/masks will be required
Traffic Flow	May be asked to use specific doors for entrance and exit

<b>Logistic</b>	<b>Current Phase of Reopening</b>
Bibles/Hymnals/Pens	Removed
Sharing the Peace/Greeting	Will abstain
Offering Baskets	Baskets will be available at the back of the sanctuary. Offerings can be placed in baskets either upon entering or exiting
Communion	Not being offered at this time
Announcement Bulletins	No paper copies available – digital copies will be emailed and printed at home or can be mailed for those without email.
Music	Songs may be pre-recorded or the use of videos may be used. Singing may be limited or modified. Masks must be worn.
Hospitality (coffee/treats)	Not being offered at this time
Greeters	Doors will be propped open, only smiles and waves at a distance.
Ushers	Direct seating to comply with distancing. Only smiles and waves at a distance, dismiss directly out back doors.
Check-In	Usher will take attendance in case of COVID-19 exposure and those who need to be contacted will be.
Cleaning Team	Will disinfect bathrooms, chairs, high touch areas, restock supplies, etc.

**\*\*All changes to worship will be communicated to attendees via email, the website, and social media posts.**

## **ADULT BIBLE STUDIES**

All adult Bible Studies will remain online at this time and will always be an option for the foreseeable future. If this changes, it will be communicated via email. All future Bible Studies that would take place onsite with the approval from the leadership team would be subject to following guidelines such as mask wearing, capacity limits and distancing, cleaning procedures, etc.

## **CELEBRATE RECOVERY**

Celebrate Recovery may meet in-person and must follow all guidelines highlighted in this plan including requiring face masks and social distancing guidelines. In order to accommodate social distancing, the men's group will meet in the sanctuary and the women's group will meet in the fellowship hall. Celebrate Recovery leadership will keep a list of all attending along with their phone number. They will also clean any space used by the group before leaving the building.

## **KIDS, CONFIRMATION, AND YOUTH GROUP**

At this time, Nursery and Sunday School will not be available during Sunday services. Confirmation and Youth Group will continue to be held online via Zoom. All future activities or events for kids and youth must be approved by the leadership team and be subject to following guidelines such as mask wearing, capacity limits and distancing, cleaning procedures, etc.

## **CONGREGATIONAL CARE**

Congregational Care at Monticello Covenant includes, but is not limited to, funerals, weddings, and pastoral care counseling.

The programming for this ministry will resume onsite when the Leadership Team opens the church building for public use. Funerals and weddings are being handled on a case by case basis.

## **MEETINGS**

Meetings and onsite ministry usage includes, but is not limited to, band rehearsals, leadership meetings, team/committee meetings, training meetings, staff meetings, and more.

Onsite meetings are on a case by case basis until the Leadership Team opens the church building for public use. Band rehearsals, staff meetings, and other onsite meetings that are necessary to continue the work of ministry.

If possible, meetings will be held on Zoom and will always be an option for those unable to attend onsite meetings.

## **NON-MONTICELLO COVENANT USAGE**

At this time, the church will only be used for Monticello Covenant Church and related ministries such as Celebrate Recovery. Any outside use of the building will be evaluated and approved by the leadership team before use.

## **Operations**

Operations includes, but is not limited to, any staffing, main office use, building & grounds, and more.

## **INFORMATION**

The next section includes extensive information on the COVID-19 response to staffing and leadership. Building & grounds and staffing projects can be done onsite as needed and as long as the safety procedures are being followed. The main office will reopen once the Leadership Team has opened the building to the public. These changes will be communicated via email.

## **ALTERNATIVES**

Monticello Covenant will offer alternatives such as Zoom meetings for staff and a hybrid model of onsite and at home work.

## **Staffing Information**

Our staff and leadership are our most important assets. We are serious about safety, health, and keeping our staff and partners working at Monticello Covenant. Worker involvement is essential in developing and implementing a successful COVID-19 Preparedness Plan. We have involved our staff and partners in this process by discussing, evaluating best practices for health and safety, developing a phased plan of reintegration, and devising a plan for disinfecting shared areas and modified work schedules. Our decisions follow the CDC and MDH guidelines and federal OSHA standards related to COVID-19 and addresses:

- Hygiene and respiratory etiquette
- Administrative controls for physical distancing
- Housekeeping such as cleaning, disinfecting, and decontamination
- Prompt identification and isolation of sick persons
- Communications and training for all managers, staff, and partners
- Management and supervision necessary to ensure effective implementation of this Preparedness Plan

## HEALTH SCREENING & POLICIES

Staff and partners have been informed of and encouraged to self-monitor for signs and symptoms of COVID-19. The following policies and procedures are being implemented to assess staff and partners' health status prior to entering the workplace and for how staff and partners can continue to accomplish their work after being exposed or ill:

- Staff are directed to test their temperature prior to coming into work each day
  - Staff are directed to stay home and notify their supervisor if their temperature is 100.4° or above
- Staff are directed to stay home and notify their supervisor if a family member has a temperature 100.4° or above
- If a staff member develops a fever while at work they are directed to self-isolate, notify their supervisor, and return home as soon as possible.
- Staff that are ill or exposed to COVID-19 should self-quarantine for 14 days
  - If the staff member chooses to be tested for COVID-19 and are determined to not have the virus, they may return to work prior to the end of the 14 day self-quarantine.

Monticello Covenant promotes staff staying at home when they are sick, when household members are sick, or when required by a health care provider to self-quarantine.

Accommodations for staff and partners with underlying medical conditions or who have household members with underlying health conditions will be made.

## HANDWASHING & RESPIRATORY ETIQUETTE

Basic infection prevention measures are implemented in our workplace at all times. Staff and partners are 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 shift, prior to any mealtimes, and after using the toilet. **All visitors in the Monticello Covenant building are asked to wash their hands or sanitize prior to or immediately upon entering the facility.** Monticello Covenant encourages use of the hand sanitizer dispensers as well as soap and water to maintain hand hygiene.

**Staff, partners, and visitors are instructed to cover their mouth and nose with their sleeve or a tissue when coughing, sneezing, and to avoid touching their face.** Tissues are to be disposed of in the trash and hands are to be washed or sanitized immediately afterward. Monticello Covenant has posters serving as reminders and trash receptacles available throughout the building.

## **PHYSICAL DISTANCING**

Physical distancing is implemented at Monticello Covenant through the following controls:

- Everyone in the building will be reminded to maintain a 6' distance from one another
- Staff will work from home as allowed
- Staff working in shared offices must wear a mask and maintain physical distancing if not working alone
  - Alternative schedules are encouraged
  - Working in separate areas alone is an option
- Meetings will be held in areas that support physical distancing
- No staff not residing together will share rides in vehicles

## **HOUSEKEEPING**

Regular housekeeping practices are implemented at Monticello Covenant. These include, but are not limited to:

- Routine cleaning and disinfecting of
  - Work surfaces
  - Equipment
  - Restrooms
  - Classrooms
  - Kitchens
  - Gathering areas
  - Worship Centers
  - Meeting rooms
  - High-touch areas such as phones, doors handles, touch screens, and office equipment

Monticello Covenant will clean common areas each night after staff have been onsite. Monticello Covenant will use disinfecting products that are proven to kill the Coronavirus, such as IN-CIDE, D-Germ, Clorox Cleaner & Bleach, and 409 Multipurpose Cleaner.

Below are the following cleaning procedures that all staff and partners are trained on. These cleaning procedures will be followed closely each day and will be followed if a positive case of COVID-19 has been present in the building.

ROOM	FREQUENCY	PROCEDURE
Bathrooms	After onsite work days, events, and worship services	After the room is cleared, staff or others will wipe all hard surfaces and high touch points with disinfectant and allow to air dry. The surface may be sprayed or sprayed on the rag and wiped while allowing 3 minutes to air dry. Fabrics must be avoided if possible.
Meeting Rooms	After each scheduled usage	After the room is cleared, staff or others will wipe all hard surfaces and high touch points with disinfectant and allow to air dry. The surface may be sprayed or sprayed on the rag and wiped while allowing 3 minutes to air dry. Fabrics must be avoided if possible.
Kitchen	After onsite work day and scheduled events	After the room is cleared, staff or others will wipe all hard surfaces and high touch points with disinfectant and allow to air dry. The surface may be sprayed or sprayed on the rag and wiped while allowing 3 minutes to air dry. Fabrics must be avoided if possible.
Worship Center	After each worship service or scheduled event	After the room is cleared, staff or others will wipe all hard surfaces and high touch points with disinfectant and allow to air dry. The surface may be sprayed or sprayed on the rag and wiped while allowing 3 minutes to air dry. Fabrics must be avoided if possible.

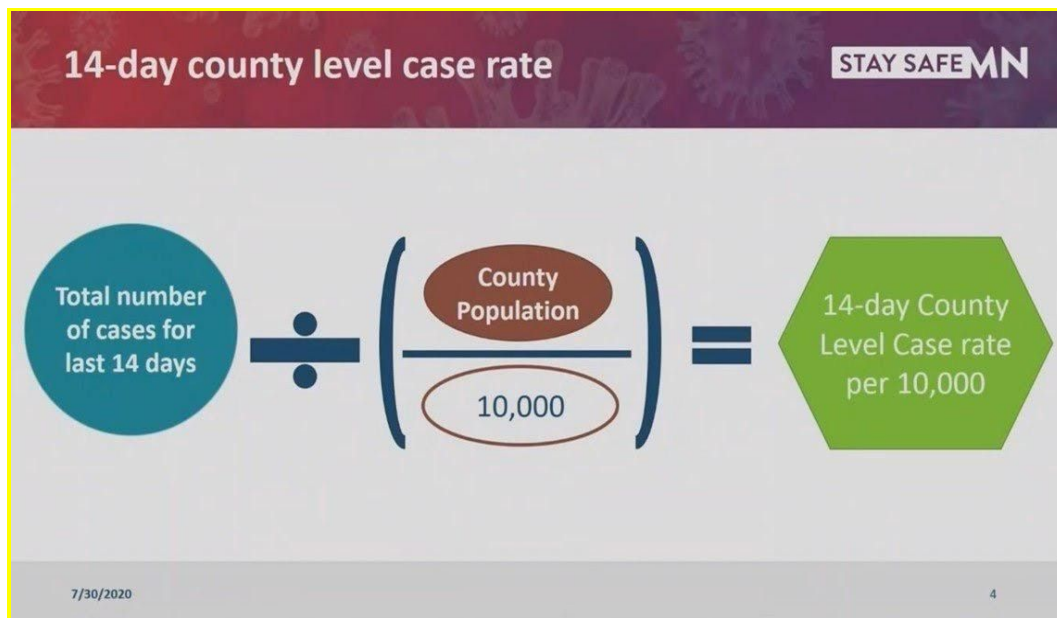
## COMMUNICATION PLANS

This Preparedness and Reopening Plan is communicated via email and website to all staff and others. The necessary training will be provided. The staff and leadership of Monticello Covenant will meet regularly to assess the effectiveness of these procedures and policies. **If the Plan is to be updated then the modifications and changes will be communicated via email and website.**

## HELPFUL INFORMATION



The Minnesota CDC formula below, expresses a 14-day county case rate per 10,000, gives a locally nuanced picture of the rate of transmission of Covid-19.



This formula, along with the guidelines mentioned in the previous sections, may be used by the re-gathering team and other leaders to assess the risk of church activities. Based on a RED, YELLOW, GREEN light scale, activities and regulations will be assessed and modified to best reflect the Covid-19 risk and transmission in our local community.

- **A GREEN light: onsite activities are happening. Masks optional for all activities once EO20-81 is ended (0-9 Case Rate).**
- **A YELLOW light: onsite activities are happening but use caution because of current local virus transmission rates (10-29 Case Rate).**
- **A RED light: no onsite church activities - online ministry only (30+ Case Rate).**

## SIGNAGE

- Clear signage communicating mask requirements, physical distancing reminders, and capacity limits will be posted.
- Floor stickers or markings may be used to communicate physical distancing.

## VIDEOS

- Informational videos will be created to communicate guidelines.

## COMMUNICATION PLAN FOR A COVID-19 POSITIVE CASE

Monticello Covenant will keep track of who attended worship services by gathering names and contact information from attendees. These names will only be given internally so that we can notify the individuals that were present that they may have been exposed. This information will not be used for any other purposes that would violate personal information privacy.

## LEGAL INFORMATION AND IMPLEMENTATION OF EXECUTIVE ORDER

### FACE COVERINGS – EXECUTIVE ORDER 20-81

*Beginning on Friday, July 24, 2020 at 11:59 p.m., **Minnesotans must wear a face covering in indoor businesses and indoor public settings, as described in this order and the related industry guidance, available at the Stay Safe Minnesota website (<https://staysafe.mn.gov>), as well as any other guidance referenced in this order.** Workers must also wear face coverings outdoors when it is not possible to maintain physical distancing. When leaving home, Minnesotans are strongly encouraged to have a face covering with them at all times to be prepared to comply with the requirements of this Executive Order.*

**Definitions.** For purposes of this Executive Order, the following terms are defined as follows:

- a) **A “face covering” must be worn to cover the nose and mouth completely, and can include a paper or disposable face mask, a cloth face mask, a scarf, a bandanna, a neck gaiter, or a religious face covering.** Minnesotans are encouraged to refer to CDC guidance on How to Make Cloth Face Coverings, available at <https://www.cdc.gov/coronavirus/2019-ncov/prevent-gettingsick/how-to-make-cloth-face-covering.html>. Medical-grade masks and respirators are sufficient face coverings, but to preserve adequate supplies, their purchase and use is discouraged for Minnesotans who do not work in a health care setting or in other occupations that require medical-grade protective equipment (e.g., certain construction occupations). Masks that incorporate a valve designed to facilitate easy exhaling, mesh masks, or masks with openings, holes, visible gaps in the design or material, or vents are not sufficient face coverings because they allow exhaled droplets to be released into the air.

- b) "Business" and "businesses" are broadly defined to include entities that employ or engage workers, including private-sector entities, public-sector entities, **non-profit (religious) entities**, and state, county, and local governments.
- c) "Worker" and "workers" are broadly defined to include owners, proprietors, employees, contractors, vendors, volunteers, and interns.
- d) "Physical distancing" means individuals keeping at least **6 feet of distance from other individuals who are not members of their household**.
- e) "Household" means a group of individuals who share the same living unit.
- f) "Living unit" or "living units" are broadly defined to include single family homes; mobile homes; shelters and similar facilities; family foster care homes; individual units of multi-unit dwellings; hotel or motel rooms; dormitory rooms; residential programs licensed under Minnesota Statutes 2019, Chapter 245D; and assigned units or rooms in a hospital, long-term care facility, residential treatment facility, or correctional facility. Additionally, a "living unit" or "living units" includes any other setting used as a residence and shared only with members of the same household.

**Exempt individuals. The following individuals are exempt** from face covering requirements of this Executive Order:

- a) Individuals with a medical condition, mental health condition, or disability that makes it unreasonable for the individual to maintain a face covering. **This includes, but is not limited to, individuals who have a medical condition that compromises their ability to breathe, and individuals who are unconscious, incapacitated, or otherwise unable to remove a face covering without assistance. These individuals should consider using alternatives to face coverings, including clear face shields, and staying at home as much as possible.**
- b) **Children who are five years old and under.** Those who are under two-years old should never wear a face covering due to the risk of suffocation. **Those who are at least two are encouraged to wear a face covering if they can do so** in compliance with CDC guidance on How to Wear Cloth Face Coverings, available at <https://www.cdc.gov/coronavirus/2019-ncov/prevent-gettingsick/how-to-wear-cloth-face-coverings.html> (i.e., without frequently touching or removing the covering).
- c) Individuals at their workplace when wearing a face covering would create a job hazard for the individual or others, as determined by local, state or federal regulators or workplace safety and health standards and guidelines.

**Situations where face coverings are mandatory.** Except for individuals who are exempt under paragraph 8 in this Executive Order, and except for the

circumstances described in paragraphs 10 through 12, Minnesotans are required to wear a face covering:

**a) In an indoor business or public indoor space, including when waiting outdoors to enter an indoor business or public indoor space.**

- i. This requirement does not apply in living units except that (1) workers entering another person's living unit for a business purpose are required to wear a face covering when doing so; and (2) visitors, patients, residents, or inmates of hospitals, shelters or drop-in centers, long-term care facilities, residential treatment facilities, residential programs licensed under Minnesota Statutes 2019, Chapter 245D, or correctional facilities must wear a face covering even when in a living unit if required by the facility.
  - ii. This requirement also does not apply in a private vehicle that is being used for private purposes.
- b) When riding on public transportation, in a taxi, in a ride-sharing vehicle, or in a vehicle that is being used for business purposes.
  - c) In any other business, venue, or public space which has opted to require a face covering when it would not otherwise be required by this Executive Order.
  - d) For workers only, when working outdoors in situations where social distancing cannot be maintained.
  - e) When applicable industry guidance, available on the Stay Safe Minnesota website (<https://staysafe.mn.gov>) specifically requires face coverings. In some instances, face shields may be required in addition to or instead of face coverings or may be allowed as an alternative to face coverings.

**Circumstances where mandatory face coverings may be temporarily removed.**

Face coverings required under Paragraph 9 in this Executive Order **may be temporarily removed under the following circumstances:**

- a) **When testifying, speaking, preaching, or performing in an indoor business or public indoor space**, in situations or settings such as theaters, news conferences, legal proceedings, **church services**, presentations, or lectures, provided that physical distancing is always maintained. **Face shields should be considered as an alternative in these situations.**
- b) During practices or performances in an indoor business or indoor public space when a face covering cannot be used while playing a musical instrument, provided that physical distancing is always maintained.
- c) **When eating or drinking in an indoor business or indoor public space, provided that at least 6 feet of physical distance is maintained between persons who are not members of the same party. (This includes the act of communion which will be discussed later in this document).**

- d) *When asked to remove a face covering to verify an identity for lawful purposes.*
- e) **While communicating with an individual who is deaf or hearing impaired or has a disability, medical condition, or mental health condition that makes communication with that individual while wearing a face covering is difficult, providing physical distancing is maintained to the extent possible between persons who are not members of the same household.**
- f) **When an individual is alone, including when alone in an office, a room, a cubicle with walls that are higher than face level when physical distancing is maintained. In such situations, the individual should still carry a face covering to be prepared for person-to-person interactions and to be used when no longer alone.**

**Situations where face coverings are strongly encouraged.** Monticello Covenant strongly encourages people to wear face coverings in the following situations:

- a) *During indoor or outdoor private social gatherings (e.g., when visiting at a private home with friends or relatives who do not reside in the same household), particularly in settings where it is difficult or impossible to maintain social distancing.*
- b) *When riding in a private vehicle with a person or persons who do not reside in the same household.*
- c) *Inside your home, if you are infected with COVID-19 or experiencing COVID-19 symptoms and reside with others who could be infected.*
- d) *When participating as an athlete in indoor or outdoor organized sporting events, to the extent possible, where physical distancing is not being maintained.*
- e) *Except for workers required to wear face coverings under paragraph 9.d (Situations where face coverings are mandatory), in any outdoor business or public outdoor space when it is not possible to consistently maintain physical distancing, such as when entering or exiting a business, being seated, moving around in a space with others present, using the restroom, ordering food, or waiting in line.*

**Notice of face covering requirements.** Monticello Covenant has signage posted that is visible to all persons—including workers, customers, and visitors—instructing them to wear face coverings as required by this Executive Order.

**Implementation of face covering requirements by businesses.**

- a) **Monticello Covenant will require that all persons, including their workers, customers, and visitors, wear face coverings as required by this Executive Order.**
- b) *When possible, Monticello Covenant will provide accommodations to persons, including their workers and customers, who state they have a medical condition, mental health condition, or disability that makes it*

unreasonable for the person to maintain a face covering, **such as encouraging online worship or studies to be attended as an alternative.**

- c) Monticello Covenant **may not require people to provide proof of a medical condition mental health condition, or disability**, or require people to explain the nature of their conditions or disability.
- d) Monticello Covenant must follow the requirements of other applicable laws with respect to whether a business may require a worker to provide documentation of a medical condition, mental health condition, or disability related to their inability to wear a face covering and what the business may ask regarding the condition or disability.
- e) **Nothing in this Executive Order requires Monticello Covenant or their workers to enforce this requirement when it is unsafe to do so**, or authorizes them to restrain, assault or physically remove workers or customers who refuse to comply with this Executive Order.
- f) Nothing in this Executive Order authorizes Monticello Covenant or their workers to violate other laws, including anti-discrimination laws

**Safe work.** The protections noted in Executive Order 20-54 (Protecting Workers from Unsafe Working Conditions and Retaliation) remain in full force and effect. **Monticello Covenant is responsible for the safety and health of their workplace and must adhere to the requirements set out in the Industry Guidance applicable to the business, available on the Stay Safe Minnesota website (<https://staysafe.mn.gov>), Minnesota OSHA Standards, and MDH and CDC Guidelines, including the face covering requirements of this Executive Order.** Under existing law and authority, DLI may issue citations, civil penalties, or closure orders to places of employment with unsafe or unhealthy conditions, and DLI may penalize businesses that retaliate against employees who raise safety and health concerns.

**Enhanced local measures permitted.** Nothing in this Executive Order or previous Executive Orders should be construed to prohibit or prevent political subdivisions from implementing, within their jurisdictions and pursuant to applicable law and authority, requirements beyond those contained in this Executive Order, as long as the additional requirements have a real or substantial relation to the public health crisis caused by COVID-19. Pursuant to Minnesota Statutes 2019, section 12.32, political subdivisions may not relax or reduce this Executive Order's requirements. In other words, to the extent that they have authority to do so, cities and other political subdivisions may take actions that are more protective of the public health, consistent with applicable law, but may not take actions that are less protective of the public health. **Monticello Covenant will abide by local enhanced protective measures if mandated by their respective counties (WRIGHT) and/or cities of residence (MONTICELLO, MN).**

**Relationship with other law.** Wearing a face covering in compliance with this Executive order or local ordinances, rules or orders is not a violation of Minnesota Statutes 2019, section 609.735.

**Enforcement: Business violations.**

- a) **Business compliance with this Executive Order.** As provided in the previous paragraphs explaining required face coverings and implementation directed in Minnesota Executive Order 20-81, **Monticello Covenant is compliant with this Executive Order if (1) their workers are wearing face coverings as required by this Executive Order; (2) the business has updated their COVID-19 Preparedness Plan to address the face covering requirements of this Executive Order; (3) the business has posted one or more signs that are visible to all persons—including workers, customers, and visitors—instructing them to wear face coverings as required by this Executive Order; and (4) the business makes reasonable efforts to enforce this order with respect to customers and visitors.** For additional information about the steps businesses can take to ensure compliance with this order, refer to the face covering guidance and FAQs available at the Facemasks and Personal Protective Equipment webpage (<https://www.health.state.mn.us/diseases/coronavirus.html#masks>). The guidance and FAQs may also be accessed at the following webpages: <https://www.health.state.mn.us/diseases/coronavirus/facecover.html> (guidance document) and <https://www.health.state.mn.us/diseases/coronavirus/facecoverfaq.html> (FAQ document).
- b) **Penalties for non-compliance.** Any Monticello Covenant manager, or supervisor who fails to comply with this Executive Order is guilty of a misdemeanor and upon conviction must be punished by a fine not to exceed \$1,000, or by imprisonment for not more than 90 days. In addition to these criminal penalties, the Attorney General, as well as city and county attorneys, may seek any civil relief available pursuant to Minnesota Statutes 2019, section 8.31, for violations of this Executive Order, including civil penalties up to \$25,000 per occurrence from businesses and injunctive relief.
- c) **Regulatory enforcement.** State and local licensing and regulatory entities that regulate businesses for compliance with statutes, rules, and codes to protect the public are encouraged to assess regulated businesses' compliance with this Executive Order and use existing enforcement tools to bring businesses into compliance.
- d) **Individual rights.** Nothing in this Executive Order is intended to encourage or allow law enforcement to transgress individual constitutional rights.

## **MONTICELLO COVENANT'S ANSWERS TO STIPULATIONS OF EO20-81**

Monticello Covenant is bound by its own constitution to abide under the laws of Minnesota and **will therefore abide by EO-20-81 and it's expressed exemptions.**

Monticello Covenant will **continue to communicate and provide online options as the primary accommodation for those not able or unwilling to wear a face covering** during this EO 20-81.

Monticello Covenant **will not refuse entrance to cases of valid exemption** listed in EO-20-81.

Monticello Covenant workers are required to ask all guests and visitors entering indoor spaces at Monticello Covenant to wear an appropriate face covering and then offering the accommodation of a mask to those not wearing one. After asking the guest to wear an appropriate face covering and offering the accommodation of a mask and presenting the primary accommodation of online options provided by Monticello Covenant, if the guest/visitors presents a valid condition under the exemptions (mental health, medical health, disability, age) the worker will offer a face shield, if the guest refuses the guest will be allowed entrance. **ALL guests, visitors and workers are expected to maintain physical distancing of 6 feet independent of exemptions. Those not maintaining physical distance will be encouraged to do so or be asked to leave.**

Ch 10 of the EO states times when **mandatory face covering for all persons may be removed temporarily provided physical distancing is always maintained while engaged in circumstances that include the musical practice/performance of singing from the theater stage, or playing an instrument with a mouthpiece (band members), testifying (public reading of scripture and preaching), receiving the sacrament of Holy Communion (congregation) and when an individual is working alone. Congregational singing will be masked.**

Workers are required to wear a face covering at Monticello Covenant per EO 20-81. Those claiming a medical, mental health or disability exemption will not be required to disclose specific medical or mental health conditions or disabilities but will have to claim a "Medical condition, Mental Health condition or disability" in writing which will be placed in their personnel file. Accommodations for workers claiming exemption will be made to work



onsite alone or offsite remotely. All other workers may work offsite remotely with their supervisor's permission.

**Exemptions are intended to protect those who legitimately have them.**

**Monticello Covenant asks all people to humbly abide by these rules as an act of love towards others. Those choosing not to comply or falsify exemptions must personally evaluate their own hearts before God.**

**The Monticello Covenant Leadership team and Re-Gathering team will continue to monitor the situation and are able to adjust or make changes to this plan at any time. Any changes to this plan will be communicated.**