

# ROADMAP TO REOPEN

A PHASED GUIDELINE  
FOR CHURCHES



**THE MALPHURS GROUP**  
Non-Profit Church Consulting





# PHASE ONE

Please follow all local, state, and federal standards for entering phases. The following is intended to provide general guidance, and should not be used in place of local standards.

| White House Guidelines   | Implications for Churches   | Our Church's Plan: |
|--|---|--------------------|
| <ul style="list-style-type: none"> <li>* Vulnerable individuals should continue to shelter in place</li> <li>* Maximize physical distance in public</li> <li>* Avoid social settings of more than 10 people</li> <li>* Minimize non-essential travel</li> <li>* Encourage telework</li> <li>* Return to work in phases</li> <li>* Close common areas, such as kitchens or break rooms</li> <li>* Make accommodations for vulnerable employees</li> </ul> | <ul style="list-style-type: none"> <li>* Ask vulnerable church members to remain at home</li> <li>* Enhance outreach and assistance to vulnerable members, since smaller teams can gather to coordinate</li> <li>* Church staff should continue to work from home whenever possible</li> <li>* Staff and leadership team meetings can resume in person, with enhanced distance (i.e. meet in larger rooms)</li> <li>* Ensure vulnerable staff or leadership team members can "attend" in-person meetings via Zoom or other conferencing apps</li> <li>* Keep common areas such as kitchens closed</li> <li>* Consider adding more "live" components into your Sunday Service streams</li> </ul> |                    |



# PHASE TWO

Please follow all local, state, and federal standards for entering phases. The following is intended to provide general guidance, and should not be used in place of local standards.

| White House Guidelines   | Implications for Churches   | Our Church's Plan: |
|--|---|--------------------|
| <ul style="list-style-type: none"> <li>* Vulnerable individuals should continue to shelter in place</li> <li>* Maximize physical distance in public</li> <li>* Avoid social settings of more than 50 people</li> <li>* Non-essential travel resumes with no restriction</li> <li>* Teleworking preferred when possible</li> <li>* Keep common areas closed, such as kitchens or break rooms</li> <li>* Continue to make accommodations for vulnerable employees</li> </ul> | <ul style="list-style-type: none"> <li>* Ask vulnerable church members to remain at home</li> <li>* Church staff can begin to work on campus more, maintaining distance when possible; working from home may continue when logical, especially for vulnerable staff</li> <li>* Churches that average 100 or fewer: weekend services can resume in person if there are multiple services (each with under 50 in attendance) and vulnerable members stay home. Seat family units together and have a minimum of six feet in all directions between groups</li> <li>* Churches that average 100 or more: get creative in developing in-person, on-campus "experiences," likely around small groups, where each gathering is limited to 50 or fewer. RSVP may be required to ensure compliance.</li> <li>* No food or drinks that are not pre-packaged. Must be distributed by a masked/gloved volunteer</li> </ul> |                    |



## PHASE THREE

Please follow all local, state, and federal standards for entering phases. The following is intended to provide general guidance, and should not be used in place of local standards.

| White House Guidelines   | Implications for Churches  | Our Church's Plan: |
|--|--|--------------------|
| <ul style="list-style-type: none"> <li>* Vulnerable individuals practice physical distancing when in public and take additional precautions, such as mask wearing</li> <li>* All individuals should avoid long exposure to crowds</li> <li>* No mandated restriction on social gathering size</li> <li>* Less stringent restrictions on physical distancing within large venues</li> <li>* Reopen common areas, such as kitchens or break rooms</li> <li>* Enhanced sanitation still encouraged</li> </ul> | <ul style="list-style-type: none"> <li>* Vulnerable church members should wear a mask at church; should not serve in children's ministry or others where they are likely to be exposed to Covid-19</li> <li>* Church staff work arrangements can go back to normal, with exceptions for vulnerable team members if needed</li> <li>* All church services may resume in person; churches should still consider more service/venue options and creative seating arrangements to minimize spread</li> <li>* Children's ministry may reopen with enhanced sanitation measures</li> <li>* Develop safe food and drink policies that minimize spread</li> <li>* Continue to leverage virtual environments for worship and groups, as people may continue to feel anxious about in-person meetings</li> </ul> |                    |

# **QUESTIONS?**

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