

## **FBC CARLSBAD PROPOSED COVID-19 POLICIES & PROCEDURES**

### **(November 2020)**

#### **PUROPOSE:**

With an increasing number of COVID-19 cases in Eddy County and in the State of New Mexico, FBC Carlsbad seeks to develop pro-active policies and procedures in dealing with COVID-19 as a church family and to communicate those policies and procedures clearly.

#### **GOALS:**

Understanding that the data on COVID-19 continues to change and expand and, that our members have diverse personal opinions regarding the pandemic, FBC Carlsbad's COVID-19 policies and procedures will strive to accomplish the following goals:

1. Maintain the unity of the Spirit in the bond of peace (Ephesians 4:1-4).
2. Build up the body of Christ (Ephesians 4:15-16).
3. Love God with all of our heart, soul, mind, & strength (Matthew 22:37).
4. Love One Another as we work together to fulfill the Great Commission (Matthew 28:18-20; John 13:34-35; Philippians 2:1-2).
5. Love Our Neighbors as Ourselves (Matthew 22:39).
6. Provide a safe, healthy environment that will allow the greatest participation from members/guests of all ages. (Philippians 2:3-4).
7. Live wisely among unbelievers in our community (Colossians 4:5-6).
8. Be salt and light in, seeking to maintain a good reputation in our community (Matthew 5:13-16).
9. Model both grace and truth in our culture during these uncertain days (John 1:14-18)
- 10 Submit to God by submitting to the governing authorities (local, state, national) that God has placed over us (Romans 13:1-7), unless those authorities require FBC Carlsbad and/or her leaders or members to violate Scripture (Acts 4:16-19).

## **POLICIES AND PROCEDURES – SAFETY**

1. As much as it is practical, and to the extent that New Mexico Public Health Orders and/or Federal Guidance (CDC) do not interfere with the content of Worship or Bible study (i.e., singing, preaching, teaching, praying, fellowshiping, etc.), FBC Carlsbad will seek to abide by any lawful local, state, or federal health order or guidance.
2. As much as it is practical, FBC Carlsbad will continue to use COVID-safe practices such as:
  - Cleaning and Disinfecting Facilities (before and after worship services; after use; general daily cleaning).
  - Maintaining social (physical) distancing requirements (6 feet) and capacity requirements (40%) through blocking off pews and by encouraging people who are not related to socially distance when seated.
  - Requesting and Strongly Encouraging everyone to wear a Facemask or other Face Covering, especially when entering and exiting the buildings and classrooms and when in public areas.
  - Checking temperatures for those participating in FBC Carlsbad's Pre-school and Children's Ministries and asking participants to answer four COVID-related health questions to determine whether or not someone may have been exposed to COVID-19.
  - Asking everyone upon entering the buildings for Worship/Bible study or for other meetings/business to self-assess whether or not they have been exposed to COVID-19 by answering four questions posted at the entrances.

## **POLICIES AND PROCECURES – SUSPENDING OR CANCELING SERVICES OR ACTIVITIES**

1. In the event that we become aware (either from the person or through the NM Department of Health) that someone who has attended an activity on FBC Carlsbad's campus (or home Bible study/group) has tested positive for COVID-19, we will make every effort to communicate with other participants that they may have been exposed to COVID-19. We will communicate this information in such a way that the privacy of the individual and all applicable privacy laws are followed.

- 2. If necessary, for the health and safety of current participants, individual ministries or activities may be temporarily suspended for a brief period of time to allow those exposed to self-quarantine. A temporary suspension or cancelation will also ensure that future participants will not be unduly exposed to COVID-19. Any short-term suspension or cancelation, if necessary, should happen after consultation among the Senior Pastor, Staff Pastor/Minister, and lay leaders within the affected ministry area.**

  - If a ministry or activity is temporarily suspended or canceled due to COVID-19, such suspension or cancelation will be communicated to the widest extent possible (text to members, email, newsletter, Sunday morning announcements, etc.)**
- 3. While we hope that suspending or canceling Sunday School or Worship would not be necessary, we recognize that the COVID-19 Pandemic and the increase in cases in Carlsbad and Eddy County (including several members of FBC Carlsbad in recent weeks) may necessitate a temporary suspension of our in-person Worship and/or Sunday School.**

  - Should it be necessary to temporarily suspend in-person Worship Services or Sunday School due to COVID-19 (a significant exposure within a Worship Service or Sunday School), the Pastoral/Ministerial Staff, in consultation with the Deacon Fellowship, will make that decision and communicate it to the congregation through multiple channels (text, email, newsletter, Sunday morning announcement if meeting prior to the suspension).**
- 4. In the event that the Governor or other local, state, or federal government officials/entities issue public health orders that further restrict our ability to meet in-person (i.e., lowering the meeting capacity to less than 25%) or, a public health order forbids in-person gathering for Worship or Bible study, the Pastoral/Ministerial Staff, in consultation with the Deacon Fellowship, will make a recommendation to the church membership as to whether or not we shall comply with said public health order. The congregation, meeting in a Special-called Business meeting, where due notice has been given, shall vote on the recommendation.**