



DAUPHIN WAY JOURNAL

Monthly Updates From the Ministries of Our Church

June 2020

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FROM THE SENIOR PASTOR

Two weeks ago, I wore a clergy collar for the first time in my life. I bought the black shirt with its starched, round band back in March. I bought it in case I might need to visit someone with COVID-19 – I’ve noticed that a collar can open doors in medical facilities. Alas, the hospitals have not permitted even fancy-dressed pastors to make visits, and so it hung in a corner of my wardrobe until May 24, when I put it on before making my way to Mardi Gras Park.

I went to the park for many reasons. I went because I was horrified and disgusted by the deaths of Ahmaud Arbery and George Floyd. I went to the park so that I could bear witness after the protests. If Mobile’s protest turned to violence, I wanted to see for myself how it happened. I went to the park so I could be a witness during the protests as well. I’ve noticed that a clergy collar can make people change what they do and how they talk. I hoped that just by showing up I could do my small part to be a peacemaker.

It was tricky – keeping 6ft apart from a crowd while still joining it. My distance, my collar, and the blue gingham mask my mother sewed me all made me stand out a little more than I intended. I saw some familiar faces. One church member told me after – “I was a little worried about what might happen, but when I saw you, I figured things would probably be ok.” It’s amazing how powerful the ministry of presence is. We can bless people just by showing up -even while wearing a mask and standing six feet away from them.

I noticed a few things in the park. I noticed that the crowd about as racially diverse as Mobile is. I noticed that the worst, most vulgar signs were held primarily by young, white protestors: activism tourists. I noticed the police around the park were not in riot gear, and I noticed the officer who popped his trunk to pass out a water bottle to the organizer who politely checked in with him throughout the afternoon. As the crowd left the square and marched through downtown, I noticed that it grew. I had to leave the street and march on the sidewalk to keep my social distance.

I did not notice any violence, although I hear some broke out after I left. My only moment of worry came when the march leaders shouted “Black Lives Matter,” and I heard the response from behind me: “All Lives Matter.” That phrase - “All Lives Matter” - was, of course, originally coined as a retort to the phrase “Black Lives Matter.” I thought the people chanting “All Lives Matter” might be counter-protestors who had shown up to fight.

Soon, I realized that both phrases were coming from the same crowd. It was an intentional call and response, and it was a brilliant subversion. The chanters refused to choose between “black lives” and “all lives”; the chanters chose to speak for both. They took the phrase that had been coined against them and simply added it to their cause. Black lives matter *because* all lives matter. As Joseph said to his brothers in Genesis, what had been intended for evil was now being repurposed for good.

In seminary, they taught me to distinguish between natural evil and moral evil. Our present moment has more than its share of both. The moral evil of our national violence is playing on loop all around us. Cellphone cameras have brought state-sanctioned violence out of the shadows and inspired civilian violence in return. Meanwhile, natural evil still plagues us. As I write this, Mobile County has just reported a single-day spike in new cases of the COVID-19 virus – the most cases recorded in the last 18 days. That news is an unwelcome interruption of the progress we had made against its spread. The states on either side of us, and the metro area immediately to our north, have just reported their highest new case rates since testing began in March. It will take every measure of God’s grace to repurpose our present moment for good.

And Dauphin Way is full of such grace, and I am confident that God has called us to be a witness of faith, hope, and love for such a time as this.

We have already been faithful in this season – I am astonished by our financial generosity, by our persistence in showing up to worship together from afar, and by your boundless creativity and energy in serving others, including through the extraordinary efforts of our CDC and Meals on Wheels. It was a highlight of my entire ministry to share in the 10 professions of faith we celebrated in May, and to prepare the 25 confirmands who will be confirmed together in September.

We remain hopeful in this season – I am very glad to present a plan for our phased re-opening that will allow us to begin offering a witness in both word and presence. I am so excited to welcome Wilson Newell to our staff in August, and I am just as excited to watch Brittany McDade flourish in her new role as our Director of Student Ministries.

And we will be loving in this season. Let us all take extra time to listen deeply. Let us listen so deeply to God and to one another so that we can come to speak for more than ourselves. I am grateful for our Church Council that will begin by listening to the stirrings of the Spirit that you shared during our walk through the book of Acts. I am eager to listen with some community leaders as we continue to seek God's vision for our church, and this month I am excited to share additional plans for helping us listen to God as we set our priorities for the next three years.

It is perhaps God's greatest power – to take what is intended for evil and make it the moment of our redemption. That is the power of the cross and the empty tomb, and it is the power God has shared with all who have been baptized into a resurrected life.

The ancient bishop Augustine of Hippo once preached this word to his people:

“Bad times, hard times, this is what people keep saying; but let us live well, and times shall be good. We are the times: Such as we are, such are the times.”

It is as it has been. It's a good time to be Dauphin Way. So let us be good, and let us be God's church.

Grace and peace,

Michael

PROGRAMS

CHILDREN'S MINISTRY

The past few months have challenged us to find new and innovative ways to reach the children in our congregation. We record Sunday School lessons, reflections, and children's moments weekly. We are working on a virtual VBS experience to reach families as well. We strive to offer meaningful materials and content to our children. We are looking forward to this opportunity to stretch ourselves in new ways. Each Sunday evening we host a zoom meeting for our 4th and 5th grade students. This has been a wonderful way for the children to stay in touch and share their joys and worries. Once or twice a month I deliver treats to the children's homes for them to enjoy during our zoom meetings. We are finding strength and joy even while we are apart.

As we plan for the future, we are mindful to have Plan A and Plan B. In some instances, even Plan C. We are using this time apart to plan and work on future events and curriculum.

Kat Brand
Director of Children's Ministries

WORSHIP MINISTRY

On March 15, we had our first "livestream only" worship service. I remember how ardently I believed we would be back together for Easter worship on April 12. This week, as we prepare for our fourteenth "livestream only" worship service, I think about how no one could have ever convinced me in March that we would be where we are in June. Despite our limitations, our worship team of staff and volunteers have worked together as best we can to offer an authentic and meaningful hour of worship for our church each week. God has been glorified in that time, and I hope you have been edified by it.

My mother has been worshipping with Dauphin Way on livestream every week since I came to serve here. For that reason, I've also placed high importance on its availability and quality. I think we can now all attest even more so to it being an essential offering for our music and worship ministry. Well before March, I was already working with Michael, Woods, and our trustees to renovate our Audio/Visual capabilities in the Festival service. As many of you know, we've been working with Kirkegaard and Associates out of Chicago to facilitate that project. While we have experienced some delays due to the COVID-19 virus, we continue to move forward with the project. Kirkegaard gave preferred vendor status to the company in Atlanta who installed our current A/V system and wasn't satisfied with their proposal. They are currently accepting proposals from several other sound engineering companies throughout the southeast. My hope is to have the project completed by the end of July.

In May, I participated in a webinar hosted by several professional musical and medical organizations entitled, "What Do Science and Data Say About the Near Term Future of Singing?" A recording of the webinar as well as resources cited can be found at this web address:

www.nats.org/cgi/page.cgi/article.html/Featured_Stories/_NATS_COVID_Resources_Page

While the information was certainly not anything musicians around the country wanted to hear, it was very valuable as we remain cautious not to further the spread of COVID-19 through the art of singing. I remain hopeful that we will sing together as soon as is safely possible.

Be well,
Trey West. Director of Music and Worship

One of my favorite new elements of worship that started during the Holy Spirit series was the incorporation of ancient prayers. These ancient prayers were from influential figures like St. Augustine, Ambrose of Milan, and St. Mark. Additional new elements to worship were several videos that we used as welcome videos to kick off the worship service as well as a Holy Spirit video on Pentecost Sunday.

Over the month of May, we have had a few shifts in those helping us with putting together the service each week. May 31st was the first service Luke Lucas helped us with the editing process. We are hiring Luke through at least the summer to piece together the service each week. Justin, Nathaniel, and Patrick were putting in many hours each week as volunteers to mix, edit, and piece together the service. To give some perspective, it takes about an hour and a half per song to mix the audio for a full band. To put each element of the service on a timeline in Premiere Pro and check to make sure all timing, audio, video is just right, that takes at least three hours. To piece together the best camera angles for each element, add in transitions, and color grade the entire service to be cohesive, that takes at least another three hours. Not to mention coming in for a couple hours each week to record the sermon and closing song. Needless to say, we do not want to burn out our volunteers, so Luke is helping on the visual side of editing and piecing the service together.

As of June 1st, I have officially made the switch to student ministry. We are so excited to welcome Wilson Newell as the new Contemporary Worship Leader. He will officially start in August. The plan for the summer is to begin by using songs that we have already recorded and have mixed from April and May. The entirety of June and July are already mapped out with song selections. On Sunday afternoon, June 14th, we will have our next recording day to record a handful of new songs to add to our worship sets for June and July. The most exciting part of this recording day is that Wilson will be joining us! We felt that this would be a great time for Wilson to go ahead and meet our team and get in the groove of playing with us and leading us. We have five songs we will record with our team. Wilson will come back in a few weeks to record two or three songs that will serve as specials. I am looking forward to getting to know Wilson and seeing his heart for worship! With his experience in youth ministry, I am looking forward to gleaning wisdom from him, and I hope I can help do the same in worship ministry. Looking forward to what the Lord is going to do in this new season at Dauphin Way!

Brittany McDade, formerly Contemporary Worship (and now Student Ministry!) Director

ADMINISTRATION

STAFF-PARISH RELATIONS

SPRC is happy to report that we have hired Wilson Newell as the new Contemporary Worship Leader, and that he will start August 9! Wilson grew up at Dauphin Way, and we are happy to welcome him home from Metairie, LA. Wilson will graduate from Asbury Theological Seminary this fall, and is a candidate for ordained ministry in the United Methodist Church. He has already made some special trips to meet our contemporary worship team and you may see him in our Sunday morning worship even before he officially starts. Welcome, Wilson!

- Elizabeth Percy, Staff-Parish Relations Chair

TRUSTEES

As of June 15, 2020, Nations Roof had completed more than 90% of our roof replacement, and we anticipate that the entire project will be completed by the end of June. We look forward to capturing the moment on video when Robert Hunter and our facilities team truly “Toss The Tarps”!

The second project of our “Toss The Tarps” campaign is the upgrade of our audio and video capabilities in the sanctuary. Kierkegaard Sound will receive final bids by June 19 from dealers who are competing to perform the installations, and we hope to begin the installation soon. Early bids have come in significantly below our original budget for the project.

Our facility staff are scheduling and prioritizing the deferred maintenance projects that can be accomplished once the roof is finished. All this, again, made possible by the generosity of our congregation and the Dauphin Way Foundation as part of our “Toss the Tarps” campaign.

The facility staff are performing extra cleaning on a regular basis in our Child Development Center, helping the teachers maintain a safe environment.

In our meeting on June 16, we will review our facility use policy and begin preparing a list of projects and long-term savings to be included in our 2021 budget.

- Jonathan Aeiker, Trustees Chair

FINANCE

Our reports for May give an encouraging picture of our financial health. Overall giving in May 2020 was ahead of giving in May 2019. Overall expenses are below expectations, owing to reduced operating costs and deferred loan payments in response to COVID-19. With our PPP loan excluded, we have roughly \$40,000 in surplus so far for the year. With the PPP loan included, we have nearly a \$250,000 surplus, which has given us the cushion we need to continue paying even our part-time employees, even though we could not schedule them. The generosity of our congregation is a tremendous blessing, and for the first time in a long time, we are able to carefully plan for growing our ministries rather than cutting them back. The deadline for applying for loan forgiveness has been extended, and Walter Brand and Cindy McMillan are studying the changes to make sure we are able to have the entire PPP loan forgiven. The CDC and designated fund reports showed less activity and were also in good order. The CDC has reopened and will resume accepting tuition on June 15. Current enrollment is 76 students, and the CDC budget plans for 82. We are comfortable with that position, given the time of year and challenges of re-opening during the COVID-19 pandemic.

Our auditors are nearly finished with their regular audit of the last several years' worth of financial records, and they anticipate that they have one more report to prepare for us that will cover the 2018-2019 fiscal year. The Finance committee will give preliminary guidance to our Trustees and SPR, based on our giving history for the last three years. This guidance will help our Trustees, SPR, and other ministries plan their budgets accordingly before our discipleship campaign in October.

- Walter Brand, Finance Chair

OPERATING FUND

001 Dauphin Way United Methodist Church

Fiscal Year Beginning 1/1/2020

Budgeted Financial Statement for Period 5 May 41.67%

2020 Receipts & Disbursements

ACCT #		2020 Budget	Actual for Period	2020 Actual YTD	Actual to Budg %	Prior YTD
	Receipts					
1131	Current Pledges	1,472,303.00	110,608.38	547,183.96	37.17%	561,281.53
1132	Pledge Reduction Allowance	73,615.00			0.00%	0.00
	Net Current Pledges	1,398,688.00	110,608.38	547,183.96	39.12%	561,281.53
1133	Prior Pledges	0.00	0.00	1,509.00	0.00%	0.00
1134	Trust Fund Pledge	77,384.00	0.00	38,773.98	50.11%	37,028.54
1135	Loose Plate	17,896.00	0.00	3,366.90	18.81%	7,758.75
1137	Non Pledged Contribution	437,395.00	47,627.85	207,426.84	47.42%	127,018.56
1140	Interest Income	0.00	423.01	687.63	0.00%	0.00
1142	Facilities Use Income	6,000.00	0.00	150.00	2.50%	150.00
1143	Pre-paid Pledge Income	81,746.00	6,812.17	34,060.85	41.67%	77,971.98
1147	Payroll Protection Funds	207,300.00	0.00	207,300.00	100.00%	0.00
	Total Receipts	2,226,409.00	165,471.41	1,040,459.16	46.73%	811,209.36
	Disbursements					
4413	Total Pastoral	4,000.00	-36.06	632.33	15.81%	1,626.68
4510	Total Communications	6,663.00	1,682.37	2,990.81	44.89%	1,102.29
5011	Total Children's Ministry	17,726.00	536.41	7,397.28	41.73%	2,972.55
5111	Total Youth Ministry	18,554.00	2,192.66	8,875.89	47.84%	889.16
5211	Total Adult Ministry	8,225.00	0.00	729.86	8.87%	2,362.79
5612	Total Missions	1,000.00	0.00	0.00	0.00%	0.00
5710	Total Connectional	32,893.00	2,741.08	13,705.44	41.67%	13,901.68
5739	Conference Apportionments	196,150.00	16,345.83	81,729.19	41.67%	70,282.07
5910	Total Membership Care	2,404.00	96.72	710.54	29.56%	196.79
6001	Community Care	23,675.00	0.00	784.03	3.31%	4,842.59
6310	Total Worship	44,000.00	3,402.55	17,152.30	38.98%	12,525.61
6610	Total Office	54,697.00	6,860.22	23,295.85	42.59%	30,232.37
6710	Total Facilities & Equipment	416,747.00	28,451.08	171,148.96	41.07%	168,207.81
6800	Total Loans	76,931.00	0.00	19,232.76	25.00%	7,979.70
6804	Total Operation Income	-47,760.00	-3,980.00	-21,965.00	45.99%	-20,850.00
6810	Total Operation Expenses	18,086.00	-106.84	6,324.78	34.97%	10,303.50
7001	Total Kitchen Income	0.00	0.00	-1,103.62	0.00%	-4,222.56
7111	Total Kitchen Expense	23,267.00	791.39	7,876.18	33.85%	8,218.85
	Total Personnel	1,117,854.00	83,109.14	457,302.56	40.91%	503,396.68
	Total Disbursements	2,015,112.00	142,086.55	796,820.14	39.54%	813,968.56
	Income Over/Under Expenses	211,297.00	23,384.86	243,639.02		-2,759.20

VITAL SIGNS

This month, due to our exclusive use of online worship and suspension of small group gatherings on church grounds, we are unable to determine our small group participation.

Worship Attendance

Attendance has also been difficult to gauge as we have used different platforms, but we have settled on a formula to use going forward. This formula does not count everyone who watches worship after the 10:30 hour on Sunday mornings, nor does it represent the cumulative total of viewers – many people choose to worship on Sunday evening or on a weekday. Instead, this formula counts the largest number of viewers who were watching at the same time during the service.

- Peak Viewers = The total of peak viewership through Facebook and website between 10:30 and 11:30 on Sunday morning.
- Average Household Size = The average active Dauphin Way household has 2.48 members
- Sunday morning attendance = (Peak Viewers) x (Avg. Household Size).

When comparing worship attendance for Palm Sunday, Easter Sunday, and Easter 2 in each of the last three years, we find this formula offers a reliable baseline:

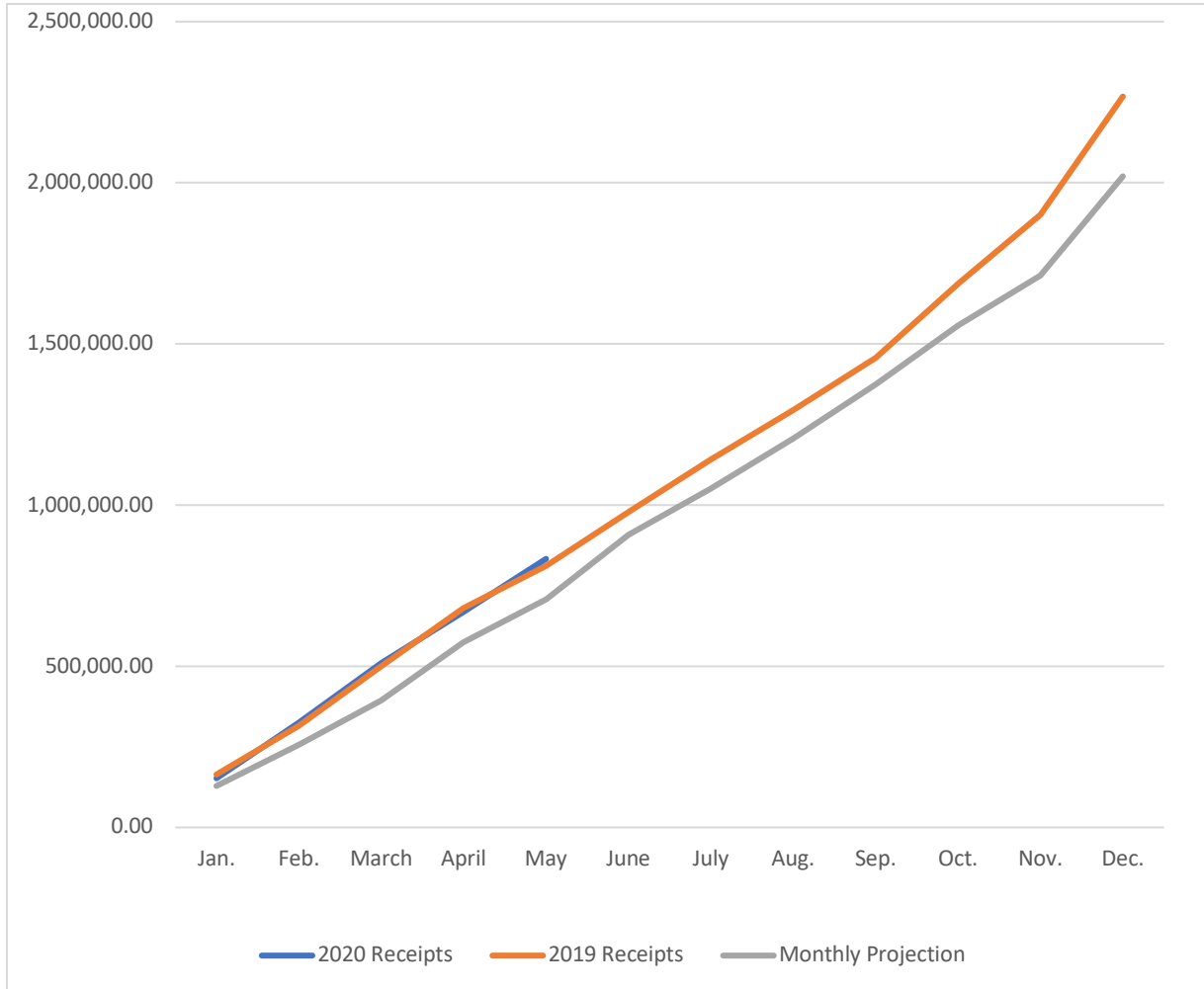
	2018	2019	2020
Palm Sunday	798	553	786
Easter Sunday	1199	983	1089
Easter 2	806	569	806

Here is our online attendance from Palm Sunday through June 7, compared with regular attendance in prior years. The numbers are imperfect, but it is wonderful to see that our “summer slump” in attendance has been much less pronounced this year than in years’ past!

2018	2019	2020	
806	430	1128	4/5/20
716	553	1089	4/12/20
539	983	806	4/19/20
720	569	732	4/26/20
534	482	672	5/3/20
769	501	548	5/10/20
529	546	580	5/17/20
421	307	486	5/24/20
441	373	553	5/31/20
460	447	538	6/7/20

Giving Through May

3-Year Avg: \$736,988.73
May 2019: \$811,059.36
May 2020: \$833,159.16



PASTORS' REPORTS

From Rev. Kathy Lincks Jorgensen

Compassion Ministry Report

Since our last church council meeting, Meals On Wheels Ministry has started back up. We are now in our second full week of safely cooking and delivering meals to our 60+ homebound recipients. A big THANK YOU goes out to Marsha McGehee and Angela Crowell for starting us back up in a very safe mode.

Dwell Ministry

We are hosting Dwell this weekend, as they do a food handout on Saturday to all of their refugee families. Food is also going to be offered to all of the residents at Sybil Smith Center at Dumas Wesley Community Center. Any additional canned goods will be given to our Society of St. Stephens food pantry.

Keep in Touch with Our Members

Our staff and a number of our church members have been helping call all of our active church members and checking in on their well-being. I have also placed phone calls to people who have been hospitalized and once they have returned home.

Family Promise

We will not be hosting Family Promise in-person this month as planned but we will be sending a monetary donation while the families continue to live at the day-center at Central Presbyterian Church.

Rev. Dr. Woods Bradshaw Lisenby

May was a month full of changes and yet still much seemed to continue as it did in April. Nonetheless, it was a month filled with the presence of the Holy Spirit and life giving ministry at Dauphin Way UMC.

I am grateful for the continued support of his congregation over the past three years as I have pursued my doctoral degree from Wesley Theological Seminary in Washington D.C. As of May 11, 2020, I officially finished my studies and received my degree. Although I am glad to be finished with the program, I will miss my time traveling to our nation's capital with my colleagues.

Another change from this past month relates to our Contemporary Worship Ministry. At the end of the month Brittany McDade transitioned into the role of Director of Student Ministries, and I am happy report we have hired a new Director of Contemporary Worship. Wilson Newell will assume the role in August after he finishes his obligations at his current church in New Orleans. We are excited about Wilson returning home to Dauphin Way!

Lastly, I am grateful for the exceptional work of everyone involved in our weekly worship experiences. It takes a lot of time from our talented staff and volunteers to accomplish what we do each week, and I give thanks for their willingness and teamwork. Each week we are trying to find new ways to engage people in worship, and it is the creativity of our team that gives us the best opportunity to accomplish this work.

As always, if I can do anything for you or answer any questions please feel free to give me a call or send me an email.

COVID-19 PHASED OPERATIONS PLAN

I am so very grateful to be able to share this plan with you for our ongoing response and ministry during the COVID-19 outbreak. Not only does this plan give us a roadmap for the near future, it also allows us to communicate more clearly and specifically about the current state of the church. Beginning on June 22, our office phone will be updated every Monday with a report on our phase of ministry and the current state of COVID-19 spread in our county. These updates will also be posted every weekday on the COVID-19 status page of our website (dauphinwayumc.org). We will also be sending monthly reports from our Church Council and mid-month reports from our various ministries. These last two updates will be primarily shared by email, but if you would prefer to receive a physical copy in the mail, please return the enclosed postcard. We will make sure you are on the list!

This plan is interpreted from and based on the guidelines established in the CDC material called, “Opening Up America Again” (<https://www.whitehouse.gov/openingamerica/>). Our purpose is to safely and appropriately open our physical plant for in-person worship and ministry while maintaining safety and modeling good citizenship in our community. It has been developed with the help of multiple groups that include (a) similarly situated Methodist churches in our area, (b) our Program Staff leaders, and (c) Mobile County Health Department officials. This plan was adopted by unanimous vote of our Church Council on June 15, 2020.

“Phase Zero” is a shelter-in-place order or any other event that requires Dauphin Way UMC to suspend in-person worship and close our office. Phases 1, 2, and 3 as outlined here will be implemented as appropriate based on the reported rates of COVID-19 spread in Mobile County. If Mobile County experiences 14 days of worsening conditions with regard to the spread of COVID-19, we may revert to a stricter phase of operations (e.g., moving from Phase 2 to the stricter Phase 1 protocol).

The decision to move from one phase to another will depend upon developments in testing and new cases in Mobile County, as reported by the Alabama Department of Health. The movement from one phase to another is not automatic, but these guidelines will shape the decisions of our pastors and church leadership.

It should be noted that these are statements of what *may* be offered, and not what *will* be offered. If participants do not wish to gather as allowed in different phases, we may linger in a more stringent phase until enough members of the church feel comfortable participating in the more relaxed phase of operations. Our most recent survey suggested that 70% of our congregation was not yet comfortable with worshipping in person. We believe this plan offers the best possible ministry with all our church – both those who are comfortable gathering in person for worship, and those who are not.

Finally, it should be noted that there is no guidance offered here as to when everything will be “back to normal.” The best wisdom we can find suggests that there will be no “normal” without a vaccine or until the medical and public health communities have much deeper knowledge of how this new virus works and should be treated. We have much more to learn, and even in this crisis we may be learning some new callings and new ways of ministry that we would never have dared if we were not forced to get “creative” in how we glorify God and spread the Kingdom. I urge you to pray without ceasing for our community’s triumph over COVID-19. I cannot tell you how very much I miss gathering together in person with the body of Christ. Yet, even in this time, God is using our church to reach more people in new ways as we proclaim the Word through means that weren’t even possible at the start of our year. I am grateful because I know we will continue to be a witness of faith, hope, and love in this moment and in all the moments to come.

Grace and peace,

Michael

PHASE 1:

After Mobile County has seen 14 consecutive days of downward trajectory of documented cases within a 14-day period **OR** downward trajectory of positive tests as a percent of total tests within a 14-day period (when there is a flat or increasing volume of tests).

Worship:

Worship may continue online-only for some portion of this phase, but this is also the appropriate time to begin offering some worship services that will follow the “Strict Physical Distancing Protocols” described at the end of this document. We will encourage all vulnerable individuals to worship from home, and we will assume that a small number of church members will be available for worship. We will initially offer four worship services in person and two online.

In-Person Worship Services

Midday Services (Tuesday and Wednesday at noon)

Brief services offered in-person throughout the week for individuals who wish to pray on campus and receive Holy Communion.

- All worship leaders should wear masks except when conducting their portion of the service. Speakers should stand at least 10 feet apart from all other individuals when removing their mask to speak.
- Greeting, screening, and communion serving will primarily be done by staff, and communion servers should not be the ones to greet or screen attendees at the door.
- Communion should be prepared with the utmost care and attention to hand washing and it should be distributed by masked servers who use hand sanitizer immediately before distribution.
- All participants should register ahead of time, wear masks (or use masks that we provide), and be grouped so that families can sit together while remaining at least 10 feet from other family groups.
- These services should be no more than 30 minutes, so that households may attend on a lunch break or without disruption to their other weekly obligations.
-

Evening Services (Tuesdays and Wednesdays at 5:30pm)

Traditional worship will be offered on Tuesday nights, and contemporary worship will be offered on Wednesday nights with a very limited number of worshippers. These services will feature preaching, special music, and prayers. They will not include children’s moments, communion, or congregational singing. These services will be edited through the week and premiered online each Sunday morning. Attendance will be limited to no more than ¼ of fire marshal’s capacity for each room.

Online Worship Services

We will continue to premier online video versions of our traditional and contemporary worship services at 10:30AM every Sunday morning. During these services, pastors, staff and volunteers will continue to serve as online hosts – being available to respond to any requests for prayer, pastoral care, or technical support.

Work Environment:

Maintain regular hours of operation for answering phone calls, Meals on Wheels, and other essential functions. Continue to limit staff groupings to under 10 in each area of the church.

- Program staff offices are all moved to the sanctuary basement or pastoral suite, to create distinct zones for program, operations, CDC, and MOW.

As much as possible, workers should work within their physical “zone” at the church and should entirely avoid passing through the halls of the CDC. The elevator should be used to access the recording studio on the second floor of the Delchamps building.

All possible accommodations are made for working from home for individuals with ongoing childcare responsibilities or those who have recently been present at higher risk venues. Employees must take PTO if traveling and must self-isolate (see “Exposure Protocol” Appendix for employees) if they visit an area with steady or increasing rates of COVID-19 transmission.

Physical distancing is critical in the work environment and should be maintained at all times.

Increase sanitizer locations and require facemasks for all staff when working in common areas, or when working in the vicinity of others, unless speaking on camera.

Any **staff member who tests positive for COVID-19 must notify their supervisor** (including locations they have been at the church and staff they have been working near) and **self-isolate** until one of the two strategies below is met. More information: <https://www.cdc.gov/coronavirus/2019-ncov/hcp/disposition-in-home-patients.html#st2>

Visitors to the workplace will all use a single entrance (likely the door nearest the pastoral suite) with handwashing, masks, and self-evaluation questions provided.

Ministries

Meals on Wheels will be fully operational while observing physical distancing.

Society of St. Stephen will continue to refer applicants to other agencies.

The church building will remain closed to small groups (support groups, Sunday schools, service groups, etc.). Any groups that choose to meet off-campus must maintain at least 6 feet separation between households.

All committees of the church will meet via Zoom.

We will put a high priority on video content.

The recording studio will be moved to the second floor of the Delchamps Education Building.

Pastoral care will be conducted primarily by phone.

We will aim to call every active household once every two weeks.

Online ministry is preferred for children’s and youth ministry. No children’s activities will be offered in person.

Youth gatherings of 10 people or fewer may meet outside and in areas where 6ft. separation is maintained.

PHASE 2:

After Dauphin Way has spent at least one month in Phase 2, and if Mobile County has had either (a) 28 consecutive days of downward trajectory of documented cases within a 28-day period **OR** (b) downward trajectory of positive tests as a percent of total tests within a 28-day period (when there is a flat or increasing volume of tests)

Worship

- Worship continues to observe “Strict Physical Distancing Guidelines,” and it is no longer appropriate to offer “online-only” worship. Worship attendance may expand to 1/2 the fire marshal’s capacity for each room. *It may be appropriate that worship should be conducted on Sunday mornings rather than being recorded during the week.*
- Midday communion services will continue. Communion will not be offered in evening worship
- Childcare is available only for those serving in the worship services and should be offered in a separate space from any being used by the CDC.

Work Environment:

- Regular hours of operation continue for answering phone calls and other critical functions.
- All staff are expected to be present in the workplace during their pre-pandemic office hours. Special arrangements due to expanded childcare needs or other considerations must be established with one’s supervisor.
- PTO is treated according to our pre-pandemic procedures
- Increased sanitizer locations remain in place, and facemasks are still required for all staff when working in the vicinity of others unless speaking on camera.
- Staff gatherings of more than 10 may take place in large venues where there is substantial distance (10 ft or more) between participants.

Ministries

- Meals on Wheels will be fully operational while observing physical distancing.
- Society of St. Stephen will resume regular operations with physical distancing in place
- The McDavid Library, Family Life Room, Dill Parlor, Confirmation Room, the Refuge, the Bell Courtyard, The Gathering Space, and the covered walk between the Gathering Space and Chapel are available to any small groups that wish to reserve them, provided that these groups agree to maintain at least 6 feet separation between households. These rooms must be cleaned by a Dauphin Way staff person after each use. Coffee stations and other shared food/drink are not permitted. Group participants may bring personal refreshments, not to be shared.
- All committees continue to meet via Zoom.
- We will put a high priority on video ministry.
- Pastoral care may resume visits with a facemask as allowed by health facilities.
- We will continue to call every active household once every two weeks.
- No children’s activities will be offered in person. Youth gatherings of 10 people or fewer may meet outside and in areas where 6ft. separation is maintained.
- All ministry programs should turn in a record of individual attendees so that participants can be informed if they were exposed to COVID-19.

PHASE 3:

After Dauphin Way has spent at least one month in Phase 2, and Mobile County has seen either (a) 56 consecutive days of downward trajectory of documented cases within a 56-day period **OR** (b) downward trajectory of positive tests as a percent of total tests within a 56-day period (when there is a flat or increasing volume of tests)

Worship

- Weekday communion services may cease.
- The following accommodations can be made to the strict physical distancing protocol.
 - Facemasks are encouraged but not required.
 - Multiple entrances to each worship service may be used and screening procedures relaxed.
 - Large areas in each worship space should be reserved for vulnerable individuals to practice physical distancing, but other sections may allow for more closely gathered worshippers.
 - Communion may be offered in pre-packaged servings that are served by volunteers with facemasks and sanitized hands.
 - The quality of online worship must not be diminished, as there will be many individuals who are not able to gather in person.
 - Children's moments may be offered.
 - Coffee and food may be served in McGowin Hall, but only if prepared and served by volunteers with facemasks. No food should be offered in a "fix your own" setup.

Work Environment:

- Same as Phase 2 except that visitors are encouraged, but not required, to wear a facemask.

Ministries

- May resume operations as long as plans are followed for sanitizing areas between events/grouping. Gatherings of more than 50 individuals should not take place unless 6ft. separations can be enforced.
- Video offerings will decrease in favor of planned, in-person activities
- Ministry participants are encouraged to use facemasks, especially when moving through hallways and other common areas.
- All ministry programs should turn in a record of individuals attendees so that participants can be informed if they were exposed to COVID-19.
- Men's Prayer Breakfast and other ministries may resume cooking and serving with facemasks worn by volunteers/staff. All food should be served by a volunteer using a mask and gloves
- Pastoral Care may continue visits with a facemask as allowed by health facilities.
- Committees may meet in person, as long as they also arrange for individuals to attend via Zoom.

Appendix 1:
Strict Physical Distancing Protocols for Worship

This document makes frequent reference to “vulnerable individuals.” According to the CDC/White House recommendations, vulnerable individuals are defined as (a) elderly individuals and (b) individuals with serious underlying health conditions, including high blood pressure, chronic lung disease, diabetes, obesity, asthma, and those whose immune system is compromised such as by chemotherapy for cancer and other conditions requiring such therapy.

In Mobile County, deaths are primarily occurring in those individuals who are >50 years old with chronic health conditions (e.g. diabetes, hypertension, COPD, etc.).

Throughout each phase of our response, we will make this information available to ministry participants and allow them to self-identify as “vulnerable.”

Equipment

1. Masks must be worn by all clergy and staff so as to be the best possible example. Use your common sense to decide whether to wear your mask while preaching/leading worship.
2. All laity should wear masks while in attendance.
3. Masks and hand sanitizer should be made available to every person who enters the building.
4. Offer facemasks for all who don't have one with washing instructions. Greeters/ushers who distribute these must sanitize hands immediately prior to distribution of face coverings and re-sanitize as needed during distribution.

Physical Space

5. Safe distancing should be practiced in all seating. Only those from the same household should sit less than six feet apart.
6. All doors should be propped open to limit the number of times they are touched.
7. Because viruses can survive on paper and hard surfaces for hours, consider removing all hymnals, Bibles, and papers from the pews in the settings where multiple services will occur in the same space on the same day.
8. Cover water fountains to prevent use.
9. Be sure to thoroughly disinfect repeatedly touched surfaces after every use, including but not limited to door handles, handrails, light switches, pews/seats, tables, countertops, and any other surface that is touched throughout the building.
10. Improve ventilation and increase ventilation rates.
11. Don't recirculate air.

Acts of Worship

12. Bulletins should not be handed out. Use verbal announcements, projector systems, social media, websites, and other media for announcements and communication.
13. Offering plates should not be passed from person to person. Create a place for members to drop their offering into a container that will allow them to follow safety standards.
14. Eliminate all practices/traditions that encourage physical contact and encourage no physical contact from attendees
15. Choirs, congregational singing, and responsive readings may increase potential spread of the virus. Solos, instrumental music, humming, or hand movements may replace these activities for a creative group worship experience.
16. Dismissals are directed in a systematic way to ensure social distancing.

17. Baptism may be considered only if the Pastor doesn't physically touch the participant (e.g. by pouring)
18. Nursery, Sunday school for children and children's moments in worship should not be offered at this time.

Personnel

19. Custodian positioned by bathrooms to clean between uses.
20. Usher by bathrooms to limit number/encourage physical distancing.
21. Greeters/Ushers are utilized as available with new training.

Screening

22. Worshippers must register in advance to attend worship in person. We will add additional services to meet the need if possible. If not, we will encourage those who attend each week to wait a week before registering to give others a chance to participate in worship.
23. Staff must complete this questionnaire and receive a temperature check upon arrival on worship days:
 1. Have you been in close contact within 6ft of someone with a confirmed case of COVID-19 for more than 15 minutes?
 2. Are you experiencing a cough, shortness of breath or sore throat?
 3. Have you had a fever of 100.4°F in the last 48 hours?
 4. Have you experienced a new loss of taste or smell?
 5. Have you experienced vomiting or diarrhea in the last 24 hours?
24. No encouraged socializing before and after service.

Appendix 2: Exposure Protocol

If a ministry participant tests positive for COVID-19:

- Attendance records should be consulted from all events and programs conducted while that individual was in attendance, and all participants should be informed they were in the presence of a person with COVID-19. NEVER share the name of the individual who tested positive.
- All areas that the person or their group passed through should be closed to activities for at least 24 hours and should be thoroughly cleaned by staff that are equipped with extra protective gear.

COVID-19 Guidance for Staff

- If employees feel **healthy but either of these scenarios apply, then employees must notify their supervisor** (including locations they have been at the church and staff they have been working near) and **self-quarantine**.
 - Recently had close contact (has been within 6 feet for >15 minutes) with a person with COVID-19, or
 - Recently traveled from somewhere outside the U.S. or on a cruise or river boat.
- Self-Quarantine:
 - Check your temperature twice a day and watch for symptoms.
 - Stay home for 14 days and self-monitor.
 - If the close contact with COVID-19 is a household member, the self-quarantine begins at time of contact and ends 14 days **after either Test or Non-test-based strategy** (see below) is completed by the household member. If possible, stay away from people who are high-risk for getting very sick from COVID-19.
 - Complete COVID-19 Checklist and submit to your supervisor upon return to work.
 - More information: <https://www.cdc.gov/coronavirus/2019-ncov/php/public-health-recommendations.html>
- Any **staff member experiencing COVID-19 symptoms should notify their supervisor** and stay home pending the outcome of a COVID-19 test. If the test is negative, the employee may return to work once they are symptom free for 72 hours. More Information: https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html?CDC_AA_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fabout%2Fsymptoms.html
- Any **staff member who tests positive for COVID-19 must notify their supervisor** (including locations they have been at the church and staff they have been working near) and **self-isolate** until one of the two strategies below is met. More information: <https://www.cdc.gov/coronavirus/2019-ncov/hcp/disposition-in-home-patients.html#st2>
 - Test-Based Strategy (preferred)
 - Resolution of fever without the use of fever-reducing medications **and**
 - Improvement in respiratory symptoms (e.g., cough, shortness of breath) **and**
 - Negative results of an authorized test for COVID-19 from at least two consecutive tests collected at least 24 hours apart.
 - Non-Test-Based Strategy
 - At least 3 days (72 hours) have passed *since recovery* defined as
 - (a) resolution of fever without the use of fever-reducing medications **and**
 - (b) improvement in respiratory symptoms (e.g., cough, shortness of breath); **and,**
 - (c) At least 7 days have passed since symptoms first appeared.