



OPENING UP TEMPLE BETH EL AGAIN PLAN – EXECUTIVE SUMMARY

BACKGROUND

The Opening Up Temple Beth El Again Plan (the “Plan”) provides a roadmap for how we intend to reopen the Temple. The Plan is separated into **four phases**. The determination of when we transition from one phase to the next is guided by the principals released by the U.S. Federal Government known as the “Opening Up America Again” plan. We will look to relevant governmental agencies for guidance, but will exercise independent judgement in our decision making. What might make sense for other types of businesses might not make sense for Temple Beth El. We are willing to diverge from government guidance (but not laws or formal orders) if we believe it is in the best interests of our members, staff and students to do so.

Additionally, we will err on the side of caution when in doubt. As a Jewish institution, protecting the safety and health of our community is an extremely high priority. Our membership includes a high percentage of people who are at higher risk of severe symptoms than the general population because of their age and health conditions. As a result, if a decision must be made where there is no clear “right” or “wrong” answer, we will make the best decision we can weighing all of the pros and cons, but will generally lean towards being more conservative in terms of the health risks we are willing to take.

This Plan does not cover every detail of every segment of our Temple operations. Each department (i.e. Religious Activities, Engagement & Programming, Facilities & Operations, Early Learning Center, Religious School, and Mausoleum) will develop its own, even more detailed set of policies and procedures for each phase of re-opening. The Plan provides high level guidance so that as an organization we are thoughtful, prudent and consistent in our approach. The complete Plan is a lengthy document that goes into rather specific details about what activities are, and are not, permitted in each Phase of reopening. This Executive Summary provides a very high level overview of the more detailed Plan.

EXECUTIVE SUMMARY OF EACH PHASE

Phase 0: Complete Shutdown

The Schaefer Family Campus (“SFC”) and Beck Family Campus (“BFC”) are closed. No members of the public or Temple members are allowed on either campus during this phase with the exception of very limited life-cycle events.

Phase 1: Limited Return To Work

This corresponds to Phase 1 of the Opening Up America Again plan. No public is allowed on either campus during this phase with the exception of very limited life-cycle events. There will be no in-person public participation in programs, events or worship services. Staff will be allowed to return

to work with significant restrictions. The Early Learning Center (“ELC”) and Religious School remain closed for in-person learning. However, with prior approval of the Board of Trustees the ELC may reopen during Phase 1 because it provides an essential service for some working parents.

Phase 2: Partial Return To Work

This corresponds to Phase 2 of the Opening Up America Again plan. Staff may return to work and restrictions on how many individuals may work on a given day will be relaxed. Limited public participation in lifecycle events, programs and worship services will be permitted but restricted in terms of number of people and physical proximity. The Early Learning Center and Religious School remain closed for in-person learning. However, with prior approval of the Board of Trustees the ELC may reopen during Phase 2 because it provides an essential service for some working parents.

Phase 3: Full Return to Work

This corresponds to Phase 3 of the Opening Up America Again plan. All Staff may return to work. Measures will remain in place to limit large group interactions. Expanded (but still restricted) public participation in lifecycle events, programs and worship services will be permitted. Reopening of the Early Learning Center and Religious School will be allowed with restrictions on students and teachers, as well as restrictions on the movement of students and teachers between areas of the campus.

Phase 4: Resume Normal Operations

No further restrictions on staff, students or congregants. Unrestricted public participation in lifecycle events, programs and worship services will be allowed. Unrestricted reopening of Early Learning Center and Religious School.

DETERMINING WHEN TO TRANSITION FROM ONE PHASE TO THE NEXT PHASE

We will transition from one phase to the next phase when specific quantitative gating criteria set forth in the Federal Government’s “Opening Up America Again” plan have been satisfied. The determination as to whether the gating criteria have been met for each of the above phases will be made in consultation with the Temple’s Covid-19 Task Force, which meets on a weekly basis. The Covid-19 Task Force is comprised of senior members of the Temple’s staff and Board of Trustees. The Task Force also includes highly qualified medical professionals and local government officials.

CONCLUSION

Figuring out how to safely reopen two campuses with vastly different populations without undue delay is extraordinarily complicated. The risks, challenges and opportunities related to the Early Learning Center, where we care for children as young as a few months old, are vastly different from those we encounter when planning Shabbat Services at the Schaefer Family Campus. Our highly dedicated staff and lay leaders are doing the best job we can to adapt to this evolving landscape and make the best decisions possible for our staff, members, guests and students. We appreciate your support and patience as continue to strive for excellence in all we do.