



---

## 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 of our community is paramount. 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 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 highly specific details about what activities are, and are not, permitted in each Phase of reopening. This Executive Summary provides a 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 and Limited In-Person Attendance for Lifecycle Events

No public is allowed on either campus during this phase with the exception of limited life-cycle events. Funerals and Bar/Bat Mitzvah services are limited to no more than 12 attendees, including the Bar/Bat mitzvah family. There will be no in-person public participation in programs, events or worship services. Staff may return to work with restrictions. The Religious School remains closed

for in-person learning and youth group events. The Early Learning Center (“ELC”) may open during Phase 1 because it provides an essential service for working parents.

#### Phase 2: Partial Return To Work and Limited In-Person Attendance for Worship Services & Events

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 limited to a maximum of 50 people. Celebrations following lifecycle ceremonies may include up to 50 total attendees. Very specific safety protocols must be followed for a celebration that involves food and beverage service. Face coverings are required regardless of vaccination status. The Religious School remains closed for in-person learning. Youth group events are allowed in person for up to 50 children. The Early Learning Center (“ELC”) may open during Phase 2 because it provides an essential service for working parents.

#### Phase 3: Full Return to Work and Increased In-Person Attendance for Worship Services & Events

All Staff may return to work. Measures will remain in place to limit the size of in-person group interactions. Expanded public participation in lifecycle events, programs and worship services will be permitted. Vaccination status may or may not be relevant to in-person participation depending on CDC guidance. Reopening of the Early Learning Center and Religious School will be allowed. Certain restrictions on students and teachers, as well as restrictions on the movement of students and teachers between areas of the campus may still be necessary depending on CDC guidelines.

#### 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.

### **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 we continue to strive for excellence in all we do.