

**Lutherhaven Ministries**  
**Interim COVID Policies for Summer Staff & Volunteers**  
**January 16, 2022**



**LUTHERHAVEN**

Lutherhaven Ministries takes seriously its part in helping stop the global COVID-19 pandemic. Our role in keeping COVID from infecting staff, guests, campers, volunteers, and the folks back home—especially the most vulnerable—is Lutherhaven's moral, legal, and Biblical responsibility, requiring us to use all resources available.

The COVID-19 vaccination is an important tool in that. Vaccinations are proven safe and effective. Staff and volunteers with concerns or questions about COVID vaccines should speak with their medical doctor. Remember, if a staffer or volunteer gets or is exposed to COVID, it impacts the work of the entire ministry, with isolation and quarantine requirements, and in a real way could shut down upcoming camps, retreats, events. In a nutshell: we need everyone: healthy, engaged, and confident in our ministry and programs.

**I. Guiding authorities.** The Centers for Disease Control (CDC); American Camp Association (ACA); Association of Camp Nursing; Christian Camp & Conference Association (CCCA); and Lutherhaven's professional Health Care Team all urge COVID-19 vaccination for everyone, as critical to stopping the pandemic.

**II. You are Essential Workers!** The CDC designated camp staff as essential out of school workers. The ACA and CCCA urge camps nationwide to prioritize COVID vaccination for all camp staff.

**III. Vaccination advantages.** Having as many camp staff and volunteers vaccinated as possible allows us to:

- Message parents and retreat guests that all staff are vaccinated
- Assure guests and parents we are doing everything possible to keep everyone safe
- Keep high-contact staff, staff families, and guests safe
- Work more relationally with our campers and guests
- Return to "normal"!

**XI. Interim Policy, 1/16/2022**—The following policies and procedures may change as the changing pandemic and scientific evidence informs current public health protocols.

1. Lutherhaven Ministries strongly urges all employees to receive an approved COVID-19 vaccination and booster. We encourage the vaccine uncertain to speak directly with their medical doctor. Our goal is 100% of our staff, vaccinated. We want this to be our messaging to guests and parents.
2. Employees\* and volunteers **required as part of their job responsibilities to have direct and extended contact\*\* with other employees, guests, campers, volunteers, or visitors**, as a general rule, **must be vaccinated against COVID-19 as a requirement for their job**. This includes, at minimum, **overnight cabin counselors, day camp staff, summer volunteer Resource Staff, staff and volunteers residing with others in camp accommodations**, and, if sufficient accommodation cannot be made (ie: cannot mask), food service and other front-line staff.
3. Employees and volunteers not required as part of their job responsibilities to have direct and extended contact\*\* with other employees, guests, campers, volunteers, or visitors—they work exclusively on a remote or solo basis, they can work in a private office, they work almost entirely outdoors and socially

distanced, AND they do not reside with others in camp accommodations—are not subject to this general rule, and shall be accommodated as far as reasonably possible.

4. Unvaccinated employees claiming an exemption from taking the vaccine for an ADA-approved medical/disability reason, or for a closely held religious belief, or for a self-exclusionary reason, are not subject to this general rule, and shall be accommodated as far as reasonably possible.
5. These accommodations shall include mandatory workplace safety measures such as regular third party testing (TBD), working remotely, physical distancing at all times, wearing an appropriate mask or masks at all times, and/or physical segregation from others in the workplace.
6. When our region is at a high level of community transmission
  - All staff must wear a mask indoors when working with others. This will continue until our region is no longer on the High Community Transmission list.
  - N95 or KN95 masks are recommended, and required when you are working indoors or in close contact with unvaccinated staff or guests. Camp has a supply of these, and more coming, for STAFF use. You can rotate these on a 3-day rotation; keep your rotated ones in a paper bag.
  - If you are NOT utilizing an N95 or KN95 mask, then a double mask is recommended, and required when you are working indoors or in close contact with unvaccinated staff or guests. This means a blue surgical mask under a cloth face mask.
  - For Community Transmission Levels see [https://covid.cdc.gov/covid-data-tracker/#county-view?list\\_select\\_county=16055&null=16055&data-type=Risk](https://covid.cdc.gov/covid-data-tracker/#county-view?list_select_county=16055&null=16055&data-type=Risk)
  - When our region moves out of a high level of community transmission, only unvaccinated staff are required to mask and socially distance.
7. Vaccinated and unvaccinated staff exposed to or contracting COVID shall follow the most recent isolation and quarantine guidance from the CDC. See <https://www.cdc.gov/coronavirus/2019-ncov/your-health/quarantine-isolation.html>

\*Employees means staff employed with Lutherhaven Ministries for a full camp week or longer, along with staff families living on or visiting camp. “Employees” also means long-term resident volunteers.

\*\*Direct and extended contact means closer than 6 feet for a cumulative total of 15 minutes per day

Not adhering to these policies and procedures may result in discipline, as per the Lutherhaven Personnel Policies.