

Redwoods,

Much has happened since my last communication about COVID19 implications to our programs and services, just a couple of weeks ago. The pandemic continues to expand, but fortunately many places are seeing reductions in virus transmission due to physical distancing, closure of schools, businesses and public places, and directives for people to stay at home. This has led to the lifting of restrictions so cities can reopen and economies restarted. The virus hasn't gone away, though, and some places are seeing a resurgence in infections when restrictions are removed. Updated public health guidance can always be found at <https://www.cdc.gov/coronavirus>

The Crucible Project has remained in mission through a variety of online activities. Coaching and groups have successfully transitioned to online services. We currently have more Redwoods in groups and coaching than we had before the onset of physical distancing. Because so many people in the world are looking for answers during the period of physical distancing, the new Exploration Groups have been launching across Crucible communities enabling souls from all over the world to begin their soul work journey anticipating the return of face-to-face weekends.

Preparing for a Return to Face-To-Face Groups and Trainings

The Board of Directors, along with input from COVID19 Committee, Modifications Committee, Retreat Leaders, Regional Leaders and key volunteers, have been developing face-to-face guidance for groups, training and weekends. We continue to hold out hope that we will have face-to-face weekends again beginning in August and are preparing the modifications necessary for weekends to resume.

Groups and Training

- **Beginning Monday, May 18th, Crucible groups and training can meet face-to-face again with compliance with this guidance.** The philosophy that guided our actions early in the pandemic also drives this new guidance. It will be based on science, epidemiology, local context, risk and an abundance of caution to protect Redwoods and participants. This means our approach and timelines may differ from that of other companies or organizations. Our guidance will be based on following local public health.
- **If you are sick, opt out.** Paid Group Leaders, Trainers and Redwoods in Journey Groups shall frequently remind group members that if they are feeling ill, running a fever or experiencing any symptoms of COVID19 to stay away from face-to-face meetings. An alternative is to have all or some participants attend online.
- **Not Every Group Must Meet Face-To-Face.** It's important to note that the "reopening" does not mean that everyone must return to the face-to-face activities immediately,

particularly those who are having success in the mission online. Redwoods in Journey Groups as well as the paid Group Leader or Trainer has flexibility in when and how they bring people back into face-to-face activities. But all Crucible activities should follow this guidance. There should be mutual consent to whether or not to meet face-to-face.

- **Conform to Local Health Guidance.** Paid Group Leaders, Trainers and Journey Group Redwoods shall conform to the recommendations of local public health authorities, which will reflect the level of virus transmission in the community, available tools (e.g., testing and contact tracing) and health system capacity.
- **Physical distancing:** We prefer the term “physical distancing” over “social distancing,” as we champion community and belonging. Paid group leaders, trainers and Redwoods in Journey groups shall look for ways to control the density in any ministry space so people can comfortably maintain approximately 6 feet between themselves and others. This applies to meeting rooms, bathrooms, dining/break areas, other common areas and carpooling. Square footage requirements are recommended to be considered in the decision to resume face-to-face meetings.
- **Individual Hygiene:** Hosts and those leading will take steps to make ministry space less hospitable to the virus itself, including easily accessible hand-sanitizer, elimination of food handling materials that are touched by multiple people, voluntary temperature checks and constant reminders to stay away from group or training if ill. The personal hygiene practices that have been promoted by public health authorities should become the norm, including refraining from hugs and handshakes, instead offering elbow bumps and the like. At all times, mutual consent should be obtained prior to any touch.
- **Masks:** While masks are not a substitute for the existing physical distancing and infection control measures we are now all familiar with, they have become an expected practice in many places. And this will be an option in the groups or training in addition to physical distancing. Wearing a mask helps protect others who come in contact with you. As others wear masks, they too further protect you. The paid group leader, trainer, our Redwoods in a Journey group are recommended to wear masks when meeting.
- **Safe To Work:** Leaders or Journey Redwoods should make every effort to reduce possible barriers to continue their soul work. It is recommended that before meeting face-to-face, all group or training participants be willing to meet face-to-face. A participant who does not feel safe meeting face-to-face should continue to be provided all of the opportunity to do their soul work as any other member of the group. In general, mutual consent should drive the decision so as not to alienate any group member, creating barriers to continuing their soul work.
- **The Virus Is Still With Us:** The most up to date studies on emerging data for this virus show a significant portion of individuals with COVID-19 do not have symptoms

("asymptomatic"). Furthermore, people can transmit the virus to others before showing symptoms ("pre-symptomatic"). This means that the virus can spread between people interacting in close proximity—for example, speaking, coughing or sneezing, shaking hands or hugging—even if those people are not feeling ill. Until there is a cure or a vaccine, the opportunity for spikes in infections driving hospitalizations, incubations and loss of life will remain with the world.

Weekends

We are active in preparing for the restart of face-to-face weekends in August. Staff teams are building and applications for locals to staff in each community are being prepared for release. We are also simultaneously cognizant that we do not know what the environmental conditions will be by then. Our COVID19 Committee and the Board of Directors will continually assess local public health official's guidance in each of the surrounding weekend-hosting communities to make a determination of any other cancellations.

Testing

You may be wondering about the role of testing in our face-to-face strategy. There are two types of tests that are being used or developed: Testing for COVID19 and testing for the body's immunological response to the virus. Given the technical and implementation considerations, legal considerations, including local privacy laws, to be taken into account, it is our belief that it is not in our interest to establish such a policy at this time.

Travel Guidance

Given the continued circulation of the COVID-19 virus, ongoing local public health measures in most places, and the travel restrictions imposed by governments, we are recommending that travel be only by necessity. We are discouraging participants and staff from traveling by public transportation or plane for any activities, including groups, trainings and weekends. Crucible travel by private vehicle is recommended.