



**WAIKATO &  
TARANAKI  
ANGLICANS**



**Diocese of Waikato and Taranaki  
Covid Protection Framework Policy**  
(Anglican Church in Aotearoa, New Zealand and Polynesia)

**Updated 30 November 2021**

## Contents

|  |    |
|--|----|
| <b>Ngā Puna Mihinare</b> .....                                       | 3  |
| <b>AN INTRODUCTION</b> .....   | 5  |
| A word of thanks .....   | 5  |
| <b>THEOLOGICAL REFLECTION</b> .....                                  | 6  |
| <b>UNDERSTANDING THE SITUATION OF OUR PARTNERS</b> .....             | 6  |
| <b>APPLICATION OF OUR POLICY</b> .....                               | 7  |
| <b>DEFINITIONS</b> .....   | 7  |
| <b>THE POLICY</b> .....  | 8  |
| PUBLIC HEALTH MEASURES .....   | 8  |
| SERVICES, GATHERINGS, EVENTS AND MEETINGS .....                      | 8  |
| My Vaccine Pass .....  | 8  |
| Non-My Vaccine Pass.....   | 8  |
| Home Groups .....  | 9  |
| Face coverings.....  | 9  |
| The Eucharist.....   | 9  |
| Hospitality .....  | 9  |
| A Word On Singing.....   | 10 |
| VACCINATION REQUIREMENTS.....  | 10 |
| Leaders in Ministry - Lay and Ordained .....                         | 10 |
| Employees and Volunteers .....                                       | 11 |
| Risk Assessment .....  | 11 |
| CO-OPERATING PARISHES AND OTHER PARTNERSHIP RELATIONSHIPS.....       | 12 |
| USE OF DIOCESAN PROPERTIES BY OTHER GROUPS AND ORGANISATIONS .....   | 12 |
| ADVICE FOR DEALING WITH PROTEST OR CONFLICT.....                     | 12 |
| SUGGESTED PUBLICITY FOR PEW SHEETS AND POSTERS .....                 | 13 |
| REPORTING .....  | 14 |
| REVIEW.....  | 14 |
| <b>RELATED LEGISLATION</b> .....                                     | 14 |
| <b>REFERENCES</b> .....  | 14 |
| <b>RESOURCES</b> .....   | 15 |
| Non-Vaccine Pass Service, Gathering, or Event Application Form ..... | 15 |
| Risk Assessment Template.....  | 15 |
| Clergy Risk Assessment result (to be updated).....                   | 15 |
| Posters .....  | 15 |
| Flowcharts (to be updated).....                                      | 15 |
| Verifier App .....   | 15 |
| Summary Charts for Traffic Light System .....                        | 16 |

## Ngā Puna Mihinare

Ngā Puna Mihinare is an overarching Anglican Mission during COVID-19 framework relating to Liturgy, Hospitality, Pastoral Care and Church Group Ministries in the Diocese of Waikato and Taranaki in response to Pandemic or Other Identified Risk. Our responses are not just about ensuring health and safety, they are about upholding, enhancing and restoring Tapu at a time when huge change creates a wave of instability and distress.

### Principle 1: He Puna Mārama - A source of Accurate Health Information

This principle seeks to help people understand hygiene and health requirements for ministers and churches to keep everyone safe.

We will ensure that all our communities have access to the right information to keep them safe mentally, physically and spiritually. This principle underlies all that is included in this framework.

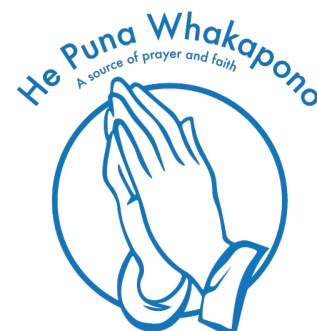
We will ensure this by accessing official information sources and providing extra information and resources to enhance these from our context.



### Principle 2: He Puna Whakapono - A source of Prayer and Faith

This principle helps us to focus on what we need to do to help us to pray, draw strength from our faith and offer hope and encouragement to others. In our core mission, we are **marked by gratitude, nurturing disciples, and transforming communities**. This is set within the 5 marks of mission of the Anglican Church in Aotearoa-NZ i.e.

- i. To proclaim the good news of the Kingdom;*
- ii. To teach, baptise and nurture new believers;*
- iii. To respond to human needs by loving service;*
- iv. To seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation;*
- v. To strive to safeguard the integrity of creation and sustain and renew the life of the earth.*



Traditionally, this has taken place through physically meeting in places of worship or domestic settings. This has included the use of our buildings and resources for activities that seek to transform our society and safeguard the created world we inhabit. Maintaining prayer and faith when we become restricted due to circumstances beyond our control, is challenging. Our usual patterns of liturgy and worship, by their very nature, can become problematic, especially in a time of pandemic or other public health emergency.

This document contains responses that enable us to maintain safe liturgical practices during an emerging or continuing pandemic health situation, enabling us to nurture communities of faith that can respond to their mission and purpose.

## Principle 3: He Puna Taonga (tuku iho) - A source of Heritage and Strength

This principle helps us to use our karakia (liturgy), draw strength from our traditions, care for our sacred spaces and trust God's ability to meet us wherever we are.

Our Church and its faith communities and organisations have a proud heritage that have been present for over 150 years in this part of New Zealand, with our whakapapa being rooted in Christian-Judaic traditions over thousands of years. Our faith and lineage are a continuing source of comfort and strength: they provide a basis for ongoing mission and ministry. We want to be able to return to our sacred spaces, but in this situation (and any that may arise in the future) we may not be able to do so within an identified timeframe. We need to be able to maintain our Faith Communities especially throughout each Alert Level time periods.



## Principle 4: He Puna Aroha - A source of Care and Compassion

This principle helps us to lovingly respond to those in need in safe and practical ways.

Much of what we do is involves communicating the love of Christ through food and hospitality, which are traditionally used as ways of moving from sacred spaces through to ordinary ones where we can relax together more informally. In a time of escalating or ongoing risk from the increased presence of a virus or pathogen, this can also become problematic. We need to keep ourselves and each other safe, while finding new ways to show compassion and care. This will involve doing things differently.



# DIOCESE OF WAIKATO AND TARANAKI

## COVID PROTECTION FRAMEWORK POLICY

### AN INTRODUCTION

*“Do not merely look out for your own personal interests, but also for the interests of others.”*  
Philippians 2:4

*“Love the Lord your God with all your heart and with all your soul and with all your mind. This is the first and greatest commandment. And the second is like it: ‘Love your neighbour as yourself’”*  
Matthew 22:37-39

As a consequence of the Government announcement of the move to the COVID Protection Framework from 3 December 2021, we need to revise our guidance and planning accordingly. Current Government *COVID-19 PROTECTION FRAMEWORK – Guidelines for places of worship* can be found [here](#). However, it should be noted that guidance found on other Government websites also apply to faith organisations. For example, all regulations relating to events and gatherings apply to us and many of the regulations relating to businesses also apply. Our Diocesan guidance seeks to capture all these aspects and will constantly be updated.

While the shift to the COVID Protection Framework may seem challenging, we are confident that once we have our Diocesan and local planning in place for each of the “Traffic Light” levels we will be able to develop rhythms of gathering that will become familiar and manageable. Considerably more freedom will be enjoyed, but greater care will also be required. We encourage you to keep these things in mind:

- We are a family in God who are followers of Christ – our strength comes from our commitment to one another.
- Let’s care for your neighbour, especially the most vulnerable.
- Let’s express our gratitude to God for being able to gather when so many in the world cannot.
- Let’s continue to keep it simple, begin with what you know you can manage and gradually expand what you offer. We will offer advice and share experience.
- Let’s be kind, tolerant and patient towards each other, especially those who are feeling particularly vulnerable or who hold different views from you.

It is challenging to hold together principles of safety, inclusion and the public good. As we establish our Diocesan policies within the Government COVID Protection Framework and the relevant Public Health Orders we are acutely aware that any decision excludes some people from worship and fellowship and that exclusion is the opposite of the inclusion that Churches seek to foster. We need to do everything we can to mitigate decisions that exclude anyone from aspects of the life and practice of our local Churches. Just as we need to do everything we can to keep our most vulnerable people safe.

#### A word of thanks ...

Thank you to all of you who are working so hard to create one of the safest and most near normal environments in the world. Thank you for continuing to minister lovingly and sacrificially. Thank you too for the hard work of colleagues in other Dioceses, especially Auckland and Dunedin from whom much of this material has come. And Auckland for carrying the burden – Kia kaha!!

## THEOLOGICAL REFLECTION

Our calling as followers of Christ is to love God and to love our neighbour as ourselves, and this gospel mandate will guide our actions as we seek to respond to the changing pandemic context and manage the risks of re-gathering in our worshipping communities. To love our neighbour is to recognise their needs equally with our own. It is to understand ourselves as relational and interdependent on the good of those around us, rather than as isolated individuals. This may mean we limit some of our personal freedoms for the common good.

In the context of a pandemic, we believe that vaccination is one of the primary means of expressing love and care for others. This is a way of exercising a preferential option to prioritise the health and safety of vulnerable people: children under 12, the elderly, those with disabilities, existing health conditions or whose immune systems are compromised, Māori and Pacific communities, and those who are unvaccinated. For those choosing to remain unvaccinated, we believe the most loving choice will be to avoid groups where they may put themselves and others at risk. All of our choices in these matters, including how we express our disagreements, will be guided by our love for those around us and our Anglican commitment to unity in our diversity.

We know that churches are not buildings but are the communities of people who gather within those buildings. Hospitality and welcome are an essential element in the nature of our church life. It grieves us to have to form a policy that prevents people attending any services of worship and other gatherings.

However, we recognise that these are exceptional circumstances and so for a time we must apply some exceptional measures so that we act in the best way we can for the common good, and to provide opportunities to offer ministry to all people, whatever their circumstances.

## UNDERSTANDING THE SITUATION OF OUR PARTNERS

From Archbishop Don Tamihere, Te Pihopa o Aotearoa, *I think we are erring on the side of safety for all, and manaakitanga particularly for the most vulnerable and at risk among us. Māori communities are particularly at risk because of a delayed roll-out to these communities, meaning they will not be at the prescribed 90% vaccination threshold by the time the new covid protection framework is rolled out.*

*+Kito has shared with me that his Hui Amorangi won't be re-opening their churches for general worship until at least Feb 2022, to allow time for the new framework to be bedded in and understood, and as a buffer against increased risk of community transmission when the Auckland borders reopen in mid-December. I support that decision as being appropriately cautious and wise. Other Amorangi may look to hold a mix of services but only if they can do so safely while adhering to all the current health protocols. Otherwise we'll batten down the hatches to keep our whanau safe.*

*In the meantime we will all continue to provide online services and pastoral ministry, which in the case of the TPOA has been able to serve many thousands of online parishioners both vaccinated and unvaccinated.*

*But to echo Bishop Steven, we have to remind ourselves what we're dealing with here. It's not an academic debate about personal rights and freedoms. We're dealing with a global pandemic that still threatens the lives of our people. If we were facing a tsunami, a volcanic eruption, or a violent earthquake, we wouldn't stand around arguing about how we feel about things. We'd move quickly to protect ourselves and each other. This pandemic is the same. We have to keep moving to protect the community, and right now vaccination is the best way to do that. We might have to endure temporary inconvenience to do so, but there's nothing stopping us from still being kind and from loving one another. And we do that whether we worship in person or not, or online or not. God is still God, and we can still give thanks for the many blessings we still have, even in a time of pandemic.*

## APPLICATION OF OUR POLICY

The Guidelines in this Diocesan policy should be read in conjunction with the Government's [COVID 19 Protection Framework - Guidelines for places of Worship](#)

This policy applies to all persons in the Diocese and its ministry units, including but not limited to clergy, lay ministers, employees, volunteers, worshippers, contractors, customers, and event participants.

It also applies to diocesan or ministry unit-run programmes.

The application of this policy has been designed with special consideration for those within our community that are vulnerable or may have special requirements e.g. children, elderly, disabled people.

## DEFINITIONS

### **COVID-19 Protection Framework**

This framework comes into effect for all of New Zealand at 11:59om on 2 December 2021. This is also known as the "Traffic Light System" and will supersede the COVID 19 Alert Level System. Information on the COVID-19 Protection Framework can be found here:

<https://covid19.govt.nz/traffic-lights/>

### **My Vaccine Pass**

This is the official record of an individual's COVID-19 vaccination status, including medical exemption, for use in Aotearoa New Zealand. A Vaccine Pass must be presented by the holder only, a Vaccine Pass cannot be present on behalf of someone else. A purple vaccination card, vaccination confirmation letter, or a negative test result cannot be used as proof of or as a substitute for a My Vaccine Pass. My Vaccine Pass can be obtained online through My Covid Record, over the phone, or in person at a pharmacy. Further information in My Vaccine Passes can be found here: <https://covid19.govt.nz/covid-19-vaccines/covid-19-vaccination-certificates/my-vaccine-pass/>

### **Vaccine Pass Services, Gatherings, and Events**

These terms refer to all worship services, gatherings, meetings, and events held by a ministry unit or within buildings owned by the diocese within a ministry unit that requires all attendees to present a valid My Vaccine Pass. This can be done by either sighting a person's Vaccine Pass or by scanning the Vaccine Pass QR code with the verifier app. Places of worship are not required to check ID to verify the individual holding the Vaccine Pass, but you are allowed to request it if you wish. These services, etc may operate under the regulations and restrictions for both Government and Diocesan policy for My Vaccine Pass services. Children under the age of 12 years are not required to show a Vaccine Pass to attend Vaccine Pass services, events, etc.

### **Non-Vaccine Pass Services Gathering, and Events**

Refers to all worship services, gatherings, meetings, and events held by a ministry unit or within buildings owned by the diocese within a ministry unit that will not require any attendee to present a valid My Vaccine Pass. These services, etc will have to operate under the regulations and restrictions for both Government and Diocesan policy for Non-My Vaccine Pass services.

## Risk Assessment

The risk assessment is the method for assessing, documenting, implementing, and managing health and safety risks for clergy, employees, volunteers, and any other individuals holding a role within a ministry unit of the Diocese of Waikato and Taranaki. This will need to be completed for all roles within a ministry unit and filed within the ministry unit. Any information for clergy, including vaccination status, will need to be filed with the Bishop's Office.

### “Application for Provision of Non My Vaccine Pass occasion” Form

This application form must be completed and submitted to the Bishop's Office for all services, gatherings, meetings, or events that will not require My Vaccine Passes – for both one-off or regular services, etc.

### Vaccine Pass Verifier App

Ministry units may use the Vaccine Pass Verifier App to check My Vaccine Passes. This tool can be downloaded to a smart phone or tablet and is the best way to validate My Vaccine Passes. More information on the app and links to download the app can be found here:  
<https://www.health.govt.nz/our-work/diseases-and-conditions/covid-19-novel-coronavirus/covid-19-vaccines/my-covid-record-proof-vaccination-status/nz-pass-verifier>

## THE POLICY

### PUBLIC HEALTH MEASURES

People within ministry units and other diocesan places of work will use public health measures to reduce the spread of COVID-19, including: vaccinations, contact tracing, physical distancing, face coverings, ventilation, restricted gathering numbers, personal and venue hygiene, and work from home where recommended.

### SERVICES, GATHERINGS, EVENTS AND MEETINGS

#### My Vaccine Pass

**Use of vaccination certificates for all services gatherings, events and meetings are established as the norm** in the Diocese of Waikato and Taranaki. This option provides the greatest safety for all and particularly for the most vulnerable amongst us and it gives the greatest freedoms within the event or gathering itself. Parishes and Clergy running only My Vaccine Pass Services should simply update their current Action Plan in line with the Guidance offered in this document. This review does not have to be submitted to the Bishop's Office.

#### Non-My Vaccine Pass

While My Vaccine Pass services, gatherings, events, and meetings are mandated as the norm there is **provision** for you to apply to **offer worship services, etc where there is no proof of vaccination either regularly or as a one-off gathering** if any Ministry Unit or Minister believes it is / they are called to do so by completing the [Non-My Vaccine Pass Application Form](#). It is possible to host both vaccinated and unvaccinated gatherings on the same premises subject to physical separation, cleaning, and gaps in time, etc. You can find Government guidance on page 5 of the [Government COVID Protection Framework – Guidance for Places of Worship](#).



## Home Groups

It is important to recognise that a house group is a church gathering under the COVID regulations. Consequently all sensible hygiene precautions need to be followed. House groups need to be either My Vaccine Pass based or Non My Vaccine Pass based. Guidelines for either need to be followed even when in a private home. It could be useful to apply for a QR code for each house group so that members can simply scan the code before the gathering starts. This allows for speedy contact tracing should there be an infection amongst the group. QR codes can be obtained through Simon Cayley, the Diocesan Manager at [manager@wtanglican.nz](mailto:manager@wtanglican.nz)

## Face coverings

**The wearing of face coverings is strongly recommended;** and Vestries or committees are encouraged to decide if face coverings will be required for some or all services/gatherings within their respective faith communities.

When a **Non-Vaccine Pass** service, gathering, or event is held, face coverings should be worn by all attendees, regardless of vaccination status. The advice is that face coverings should stay in place for singing.

In a **My Vaccine Pass** only service with less restrictions, each faith community can make their own decision about wearing face coverings when singing. This does pose some risk if there is any community transmission (including in a service where people are vaccinated), and publicity should indicate that masks are not mandatory but encouraged as part of effective public health measures.

**Face coverings may be removed temporarily** by a person leading parts of the service, reading Scripture, leading intercessions, giving notices or preaching;

## The Eucharist

**Eucharist/Communion is to be in one kind (bread) only under Level Orange.** It is recommended that when people are masked, they receive the bread and return to their seats to consume it.

**Eucharist/Communion may be in two kinds** (bread and wine) under Level Green conditions but care should be taken. Intinction is dangerous. The common cup should only be used by the presider. Small disposable paper cups like those used for the distribution of pills, or glass cups that have been carefully washed and sterilised are recommended if Communion in two kinds is strongly desired in a community.

The presider at Eucharist/Communion and any assistant at Communion should be masked through the Great Thanksgiving and distribution of Holy Communion to the people.

**It is appropriate** for any president at Eucharist/Communion, with any concerns about the presence of COVID-19 in the community at Level Green, **to restrict Communion to one kind only.**

## Hospitality

We are recommending that no hospitality be given in any Non-Vaccine Pass services where vaccinated and unvaccinated people are together at Level Orange.

## A Word On Singing

Singing is such an important and pleasurable part of worship. Not being able to sing in praise of God is disappointing. However, the Delta variant is a significantly different virus, has a much higher viral load, and is much more contagious. Singing projects the water molecules that convey the virus a lot further and with greater force. Wearing masks while singing may feel uncomfortable but significantly enhances safety. Wearing of masks is strongly encouraged at all levels for singing whether in a service using My Vaccine Pass or not. Have a look at the New Zealand Choral Federation website for really good advice, including on masks for singing at <https://nzcf.org.nz/nzcf-guidelines-for-choirs-at-alert-levels-2-3/> It is also worth watching this YouTube with Professor Michael Baker where he is discussing singing and choirs [https://youtu.be/L5\\_vplnZCaE](https://youtu.be/L5_vplnZCaE)

## VACCINATION REQUIREMENTS

### Leaders in Ministry - Lay and Ordained

#### **Vaccinations are mandated for**

- a) Roles subject to a government health order; and
- b) All clergy who hold a licence or Permission to Officiate; and
- c) Any person performing a role which, following formal diocesan risk assessment, is deemed that vaccinations should be mandated.

A careful Risk Assessment has been undertaken on the work of ordained clergy. This assessment recognises that clergy;

- lead worship, conduct funerals, weddings and baptisms, visit the sick, offer pastoral care including home and hospital visits.
- chair meetings, facilitate workshops and study groups and attend community events.
- work with children, young people the elderly and their families.

The Risk Assessment that has been undertaken places the risk factors for clergy and those they are in contact with as “high”. Consequently all clergy who hold a licence or permission to officiate must be vaccinated to carry out ministry.

Priests who are not fully vaccinated will, under the current public health orders, be significantly constrained in their ministry; for example they will be unable to exercise pastoral care in aged-care residential settings or hospitals as well as schools. Priests who are not fully vaccinated or who do not wish to declare their vaccination status will not be able to attend and preside at vaccinated-only Church events.

For clergy who choose to not be vaccinated, consultative discussions will be undertaken, including what potential redeployment or other ways of working options are available. Removal from office or withdrawal of a Permission to Officiate will only be considered as a last resort.

When asking a fully vaccinated priest to preside at a service open to both vaccinated and unvaccinated, faith communities and priests need to give due consideration to any specific health conditions a priest may have which could make her/him more susceptible to the health consequences of being infected by Covid-19. A priest may decline to offer ministry in these situations.

The Bishop’s office will be in contact with Clergy and Bishop’s Wardens to request confirmation of what settings those with a license will be able to operate in.

The Bishop is indicating that all lay people involved in public-facing ministries related to a worship service or other parish/church work **will need to be fully vaccinated at vaccination-only services and when performing other work where vaccination is required**. Such people include ushers, readers, ministers of the Eucharist, collectors, those leading liturgies of the Word, and extending Communion to the sick and home visitation. Risk Assessments should be undertaken in relation to all roles connected to local parishes to determine where roles not covered by Public Health Orders need to be vaccine mandated.

Based on the [Government's guidance document \(see page 11\)](#), the Bishop's Office must keep records of the vaccination status of all clergy and Ministry Units must keep records of all other employees, lay leaders, and volunteers that are required to be vaccinated based on one of the three above reasons for a vaccination mandate for a role.

### Employees and Volunteers

All church workers (whether paid or voluntary) involved in home-based pastoral care visitations need to have regard for the vaccine status of those they are visiting, along with their own health conditions which may make them more susceptible to the health consequences of being infected by Covid-19.

#### **For Employees**

For employees who choose not to be vaccinated, consultative discussions will be undertaken, including a risk assessment as well as any potential redeployment or whether other ways of working may be available. Termination will be considered as a last resort. Processes to terminate employees will follow relevant employment law or organisational policies and/or conditions of their employment.

#### **For Volunteers**

For volunteers who choose not to be vaccinated and who can no longer perform their volunteer duties, consultative and pastoral discussions will be undertaken.

### Risk Assessment

So what is the Risk Assessment tool? The "[Roles Requiring Mandatory COVID-19 Vaccination – Risk Assessment](#)" is an analysis tool used to assess if vaccinations should be mandated for individual roles based on the risk of exposure to and transmission of COVID-19, where no specific Government issued COVID-19 Public Health Response (Vaccinations) Order is in place.

To determine if a role and the work being undertaken requires a person to be vaccinated, the Anglican Diocese of Waikato and Taranaki must carry out a risk assessment for each role. A risk assessment must focus on the role and the nature of the work being undertaken for the purposes of work health and safety, and not the individual performing the role.

It is important that risk assessments are carried out for each Licenced Lay Minister, as these ministries may carry similar risk levels as clergy.

The risk assessments will ask a series of questions to help the author reach an outcome. The risk assessment questions will consider what the work tasks look like for a typical day or week and identify the risk rating of each risk factor.

Our risk assessment has been designed using guidance provided by WorkSafe, to enable the Diocese to meet its obligations under the Health and Safety at Work Act 2015.

## CO-OPERATING PARISHES AND OTHER PARTNERSHIP RELATIONSHIPS

In some situations (for example when a church is in a co-operating relationship with another church/denomination, or when a church and a school collaborate to offer a school service), the requirements above may be overridden by policy considerations stemming from a relationship with another denomination or institution, providing at all times:

- (a) all actions comply with Government regulations;
- (b) the stricter of the two sets of requirements are followed.

## USE OF DIOCESAN PROPERTIES BY OTHER GROUPS AND ORGANISATIONS

Those who hire or use buildings owned by our Diocese are subject to Diocesan policies. That means the Diocese can determine which activities require vaccine passes for access and whether some activities can occur without passes.

We are delegating that decision to local governing bodies who have stewardship of the buildings.

That governing body is responsible for assuring themselves that all activities are being conducted in accordance with the current health orders relevant to that activity.

Therefore, those governing bodies would need to know how the buildings are being used, what the health and safety plan is, and possibly make spot checks to ensure policies are being honoured.

If there are Non-Vaccine Pass events, they would need to ensure that ventilation and cleaning occurs before the next activity.

At the same time, the Diocese and whoever the building owner is (e.g. diocesan trust board) need to be confident this is being managed appropriately at the local level.

## ADVICE FOR DEALING WITH PROTEST OR CONFLICT

We know that the tensions emerging around vaccine mandates and the My Vaccine Pass are creating lines of division within families, faith communities, friendship circles and places of work. These tensions call for restraint and discipline. While we can disagree with those who have a different view to our own, the Gospel dictates we continue to show care, love and respect even while we experience the real-world consequences of the different decisions people make around getting vaccinated.

We do not expect or require our churches to police vaccine passes, or for people such as greeters/welcomers to refuse entry: our publicity and signage should be very clear what the conditions of entry for any particular service or area are, and we expect people to have made their attendance choices on this basis. For any attending a service or event who are unknown to a greeter/welcomer, they may like to say the following:

- Welcome, I'm not sure that I have met you, is this your first time here?
- This service is open to people who have a vaccination pass (or is a mixed service open to anyone, vaccinated or not) – are you comfortable with this?
- Please make sure you read signs and notices around how we will worship today – is there anything you want to ask me now?

If someone becomes belligerent or confrontational, we do not need to get involved in a discussion or argument about vaccinations, government policy or similar topics. We suggest an approach where you have a few, key, brief messages that you give that indicate how matters will be dealt with (and that now is not the right time of place for an extended conversation, unless someone is willing and able to do this in another location and/or another time). At all times try to show compassion, try to listen, don't argue.

- Yes, there are a lot of views on this, but it's not the right time to talk about this now.
- Would you like to talk to a priest or Church Warden another time about this?
- This service is open to people who have a vaccination pass (or is a mixed service open to anyone, vaccinated or not) – are you comfortable with this?
- (For vaccine pass only services). I'm not going to discuss this with you now, would you prefer to go to a mixed service that anyone can attend? (Give details or information as appropriate)
- (If the person is becoming more distressed or aggressive) Can we talk about this outside the church? (Get another person to come with you).
- No-one here can talk to you about this right now, do you want to come back at the end of the service?

If anything escalates further and/or you are feeling unsafe, we suggest you ask someone to assist you to telephone the Police. Tell the person you are doing this as you are concerned for your own safety. Very firmly ask the person to leave. Make sure you have space between you and the person... if the person keeps moving towards you, keep moving away to a space you can exit safely from.

**Brief words to help move things on:**

- Can you leave now please?
- You are making me feel unsafe, can you back away please?
- I will call the police if you don't back away

## SUGGESTED PUBLICITY FOR PEW SHEETS AND POSTERS

We are now operating under the New Zealand COVID-19 Protection Framework (TrafficLights). The current traffic light setting is (*Green, Orange*).

**The following service(s) are open to anyone with a current Vaccine Pass:** (*replace these words with your details*). There are no restrictions, but we encourage you to wear a face covering and give each other plenty of room. We are asking that you keep your face covering on when singing [**or** you may remove your face covering to sing]. Please continue to sanitise/wash your hands, scan or sign in for contact tracing purposes.

**The following Non-Vaccine Pass service(s) are open to everyone, but precautions are in place:** (*replace these words with your details*). Please continue to sanitise/wash your hands, scan or sign in for contact tracing purposes. You must wear a mask at all times and keep 1 meter distance from others. There will be maximum numbers we can have at these services (*100 for Green, 50 for Orange, 25 at Red*). Communion will be in one kind only – please take the bread back with you to your seat to consume.

## REPORTING

Ministry units are required to notify the Diocesan Manager [manager@wtanglican.nz](mailto:manager@wtanglican.nz) when their church buildings or other workplaces e.g. op shops, offices, have been deemed a place of interest or where a clergy or staff member or volunteer has contracted COVID-19. Local notifications shall be managed with care and within Privacy Commission guidelines. Any Government or other health authority-required notifications must also be made.

## REVIEW

This policy and related procedures will be reviewed annually by the Diocesan Standing Committee or earlier as deemed necessary. This Draft version November 2021.

## RELATED LEGISLATION

- COVID-19 Public Health Response Act 2020
- COVID-19 Public Health Response (Vaccinations) Order 2021
- Any other Government legislation related to COVID-19
- Health and Safety at Work Act 2015
- Human Rights Act 1993
- Privacy Act 2020
- Employment Relations Act 2000

## REFERENCES

- [New Zealand Government COVID-19 Protection Framework](#) (October 2021)
- [NZ Government Guidelines for places of worship](#) (November 2021)

***“Engari te wai e hoatu e ahau ki a ia, hei puna wai tēnā i roto i a ia e pupū ake ana, a teora tonu rā āno. “Indeed, the water I give them will become in them a spring of water welling up to everlasting life”  
John 4:14***

## RESOURCES

### Non-Vaccine Pass Service, Gathering, or Event Application Form

You can download the application form [here](#).

### Risk Assessment Template

You can download the Risk Assessment Template [here](#).

### Clergy Risk Assessment result (to be updated)

The results for the Clergy Risk Assessment will be available soon.

### Posters

The Covid-19 website has a catalogue of posters that you can download, including My Vaccine Pass posters that you can access at <https://covid19.govt.nz/posters/#posters-for-businesses-and-organisations>. Please remember that you need to clearly display if any service, event, gathering or meeting requires a Vaccine Pass or if it does not require a Vaccine Pass.

### Flowcharts (to be updated)

Flowcharts to aid in preparing for the Traffic Light System will be available soon.

### Verifier App

Information and download options for the My Vaccine Pass Verifier app can be found at <https://www.health.govt.nz/our-work/diseases-and-conditions/covid-19-novel-coronavirus/covid-19-vaccines/my-covid-record-proof-vaccination-status/nz-pass-verifier>

## Summary Charts for Traffic Light System



# RED

- Action needed to protect the health system
- Action needed to protect at-risk populations

|  | Vaccine Passes Used    | Vaccine Passes NOT Used |
|--|------------------------|-------------------------|
| <b>All Activities (Indoors and Outdoors)</b> |                        |                         |
| Gathering Limits                             | 100 people             | 25 people               |
| Physical Distancing                          | 1 metre                | 1 metre                 |
| Face Coverings                               | Recommended Everywhere | Recommended Everywhere  |
| Record Keeping / QR Scanning                 | ✓                      | ✓                       |
| Vaccine Passes Checked                       | ✓                      | ✗                       |
| Vaccine Mandate – Clergy and LLM             | ✓                      | ✓                       |
| Safety Plan Conducted                        | ✓                      | ✓                       |
| Online                                       | ✓                      | ✓                       |

### Workplaces

|   |  |                          |
|---|--|--------------------------|
| Access to Workplaces  | ✓  | ✗                        |
| Vaccine Mandate – Staff and Volunteers                                    | Based on Risk Assessment   | Based on Risk Assessment |
| Church Offices / Workplaces<br>Governing Body<br>Staff / Leadership Teams | Working from home /<br>online meetings<br>encouraged.  | ✗                        |
| Op shops / Local Food Banks etc   | Treat as 'retail' within<br>government framework.<br>Open with capacity limits<br>based on 1m distancing | ✗                        |

### Gatherings / Events / Meetings

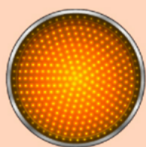
|  |  |                            |
|--|--|----------------------------|
| Worship and Services                       | ✓  | ⚠ With Diocesan Exemption* |
| Vaccine Mandate – Staff and Volunteers     | ✓  | Based on Risk Assessment   |
| Communion                                  | One Kind                                   | ✓                          |
|  | Full Communion                             | ✗                          |
| Singing / Choirs                           | ✓  | ✗                          |
| Sharing the Peace                          | ✗  | ✗                          |
| Baptism (and other close contact ministry) | ✓  | ⚠ With Diocesan Exemption* |
| Funerals and Weddings                      | ✓  | ⚠ With Diocesan Exemption* |
| Hospitality                                | ✓<br><i>(must be seated and separated)</i> | ✗                          |
| Pastoral Visits                            | ✓  | ✓                          |
| Groups and Programmes                      | ✓  | ⚠ With Diocesan Exemption* |
| Community / Special Events                 | ✓  | ⚠ With Diocesan Exemption* |

**REMEMBER!**

**STAY HOME IF YOU'RE SICK – PRACTISE GOOD HYGIENE**

\* This service/activity can take place where an exemption has been granted under the diocesan policy.





# ORANGE

- Increasing community transmission
- Whole of health system is focusing resources but can manage
  - Increasing risk to at-risk populations

|  | Vaccine Passes Used   | Vaccine Passes NOT Used |
|--|-----------------------|-------------------------|
| <b>All Activities (Indoors and Outdoors)</b> |                       |                         |
| Gathering Limits                             | No Limits             | 50 people               |
| Physical Distancing                          | No Limits             | 1 metre                 |
| Face Coverings                               | Encouraged Everywhere | Encouraged Everywhere   |
| Record Keeping / QR Scanning                 | ✓                     | ✓                       |
| Vaccine Passes Checked                       | ✓                     | ✗                       |
| Vaccine Mandate – Clergy and LLM             | ✓                     | ✓                       |
| Safety Plan Conducted                        | ✓                     | ✓                       |
| Online                                       | ✓                     | ✓                       |

## Workplaces

|   |  |                            |
|---|--|----------------------------|
| Access to Workplaces  | ✓  | ! With Diocesan Exemption* |
| Vaccine Mandate – Staff and Volunteers                                    | Based on Risk Assessment   | Based on Risk Assessment   |
| Church Offices / Workplaces<br>Governing Body<br>Staff / Leadership Teams | Workplaces are open.<br>Risk assessment and safety plans in place.                                 | ! With Diocesan Exemption* |
| Op shops / Local Food Banks etc   | Treat as 'retail' within government framework.<br>Open with capacity limits based on 1m distancing | ! With Diocesan Exemption* |

## Gatherings / Events / Meetings

|  |                |                            |
|--|----------------|----------------------------|
| Worship and Services                       | ✓              | ! With Diocesan Exemption* |
| Vaccine Mandate – Staff and Volunteers     | ✓              | Based on Risk Assessment   |
| Communion                                  | One Kind       | ✓                          |
|  | Full Communion | ✗                          |
| Singing / Choirs                           | ✓              | ✓                          |
| Sharing the Peace                          | ✓              | ✗                          |
| Baptism (and other close contact ministry) | ✓              | ! With Diocesan Exemption* |
| Funerals and Weddings                      | ✓              | ! With Diocesan Exemption* |
| Hospitality                                | ✓              | ! With Diocesan Exemption* |
| Pastoral Visits                            | ✓              | ✓                          |
| Groups and Programmes                      | ✓              | ! With Diocesan Exemption* |
| Community / Special Events                 | ✓              | ! With Diocesan Exemption* |

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# GREEN

- Limited community transmission
- COVID-19 hospitalisations are at a manageable level
  - Whole of health system is ready to respond

| Vaccine Passes Used | Vaccine Passes NOT Used |
|---------------------|-------------------------|
|---------------------|-------------------------|

## All Activities (Indoors and Outdoors)

|                                  | No Limits          | 100 people         |
|----------------------------------|--------------------|--------------------|
| Gathering Limits                 | No Limits          | 100 people         |
| Physical Distancing              | No Limits          | 1 metre            |
| Face Coverings                   | Encouraged Indoors | Encouraged Indoors |
| Record Keeping / QR Scanning     | ✓                  | ✓                  |
| Vaccine Passes Checked           | ✓                  | ✗                  |
| Vaccine Mandate – Clergy and LLM | ✓                  | ✓                  |
| Safety Plan Conducted            | ✓                  | ✓                  |
| Online                           | ✓                  | ✓                  |

## Workplaces

|   |  |                            |
|---|--|----------------------------|
| Access to Workplaces  | ✓  | ! With Diocesan Exemption* |
| Vaccine Mandate – Staff and Volunteers                                    | Based on Risk Assessment   | Based on Risk Assessment   |
| Church Offices / Workplaces<br>Governing Body<br>Staff / Leadership Teams | Workplaces are open.<br>Risk assessment and safety plans in place. | ! With Diocesan Exemption* |
| Op shops / Local Food Banks etc   | Treat as 'retail' within government framework.<br>Retail is open.  | ! With Diocesan Exemption* |

## Gatherings / Events / Meetings

|  |                |                            |
|--|----------------|----------------------------|
| Worship and Services                       | ✓              | ! With Diocesan Exemption* |
| Vaccine Mandate – Staff and Volunteers     | ✓              | Based on Risk Assessment   |
| Communion                                  | One Kind       | ✓                          |
|  | Full Communion | ✓                          |
| Singing / Choirs                           | ✓              | ✓                          |
| Sharing the Peace                          | ✓              | ✓                          |
| Baptism (and other close contact ministry) | ✓              | ! With Diocesan Exemption* |
| Funerals and Weddings                      | ✓              | ! With Diocesan Exemption* |
| Hospitality                                | ✓              | ! With Diocesan Exemption* |
| Pastoral Visits                            | ✓              | ✓                          |
| Groups and Programmes                      | ✓              | ! With Diocesan Exemption* |
| Community / Special Events                 | ✓              | ! With Diocesan Exemption* |

### REMEMBER!

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