



September 24, 2021

Members and volunteers of Job's Daughters,

This is an update to the COVID-19 State of Emergency declaration of Job's Daughters International for the United States only. Please pay close attention to the changes in this communication. The Board is continuing our protective measures, but we are making some adjustments to some items based on feedback and frequently asked questions.

As well all know, we are still in a surge caused primarily by the Delta variant. It is encouraging to see the trend starting to reverse course, but every one of our US JDI jurisdictions still have very high or extreme community spread indicators in the counties where Bethels are located. The data the BOT uses to make determination includes 60-day, 30-day and 14-day case trend in each state, vaccination rates, community spread risk assessment and CDC guidance. The increased viral load of this variant is still causing greater spread and cases appearing even within casual contact scenarios. School age cases in the US states are very high, but fortunately beginning to trend downward.

Our public health contacts still urge us to set a base set of minimum actions to better protect our members, keeping in mind that we have members under the age of 12. The following guidance and instructions are in effect **October 1, 2021** and remain in effect until **October 31, 2021** for the United States only. We will keep to the one month at a time cadence in the hopes that this large surge will stabilize.

- Some in-person JDI activities may continue so long as they are in accordance with guidelines issued by Federal/State/Local authorities or health agencies AND in keeping with the 9 JDI specific guidance items outlined below:
 1. Mask wearing for all JDI activities for all participants, whether indoors or outdoors and regardless of vaccination status
 - The practice of removing masks for pictures, speaking or active eating and drinking is no longer appropriate unless specific social distancing is adhered to.
 2. Social distancing of 6 ft (2 meters) maintained
 3. Sleepovers or overnight events are specifically NOT recommended
 - The BOT is not reviewing overnight event exceptions at this time.
 4. In-person indoor Jurisdiction wide, cross jurisdiction, and cross Bethel events are not appropriate at this time,
 5. In-person indoor individual Bethel activity/meeting attendance is encouraged but should only consist of Bethel members, Bethel Council members, elected applicants, and parents/guardians. Other visitors are currently not appropriate.

- The GG, AGG, SD and/or Bethel Deputy may attend so long as they live within the jurisdiction.
 - A maximum of 3 protem officers may attend so long as they live within the jurisdiction.
6. In-person outdoor Jurisdiction wide, cross jurisdiction, and cross Bethel events may be considered with a review by the BOT. An outline of the detailed virus mitigation plans must be sent to the BOT chair in writing at least 10 days before the proposed event for final guidance.
 7. In-person outdoor individual Bethel activity/meeting attendance is encouraged but should only consist of Bethel members, Bethel Council members, elected applicants, and parents/guardians. Other visitors are currently not appropriate.
 - The GG, AGG, SD and/or Bethel Deputy may attend so long as they live within the jurisdiction.
 - A maximum of 2 Daughter state leaders such as the GBHQ or Miss may attend so long as they live within the jurisdiction.
 - A maximum of 3 protem officers may attend so long as they live within the jurisdiction.
 - Outdoor public activities such as parades, corn mazes and festivals may be considered based on the level of public interaction and mitigation measures.
 8. In-person Jurisdictional leadership meetings may be held outdoors but with extremely limited attendance of a maximum of 12 persons from within the jurisdiction. Outside visitors are currently not appropriate.
 - Purposes for these meetings might include things like small GB leadership meetings, distanced ‘crownings’ for pageant winners or Grand/Honor/Composite Bethel Royalty.
 - Jurisdiction level management committee meetings are recommended to be virtual. Should an in-person meeting be required it should be held outdoors and within the attendance limits outlined above.
 - In person CAV classes are currently not appropriate.
 2. When representing JDI at events such as Grand Lodge, OES and promotion events in their own jurisdiction:
 - Adults may attend on their own accord and at their own discretion.
 - A maximum of two jurisdiction Daughter leaders (such as the GBHQ or Miss) may attend.

Along with this October guidance, the Board has now begun assessing if a set of health data parameters exist that we can outline for JDI that may potentially allow jurisdictions to govern themselves going more easily forward. We are keenly aware that we all need to shift to learning to live with this virus.

An update on law suspension:

- The Constitution and Bylaws of JDI remain suspended. This includes all subordinate law found in GGCs, JGCs, BGCs and Bethels. This suspension is now planned to be in place through December 31, 2021. This allows needed flexibility while we continue to navigate this pandemic.

- All policies and business procedures of the Board, as well as the JDI Youth Protection Program are separate from the Constitution and Bylaws and thus continue to remain in full effect.
- Majority age extended to 21 beginning March 15, 2020 through December 31, 2021 if requested by the individual Daughter. This decision remains in effect to prevent a Daughter from missing out on potential opportunities during this emergency.

We hope these clarifications and accommodations make things a bit easier while still retaining that protective posture. We anticipate there may still be a few questions lingering and some clarifications may still be needed on situations we have not thought of, thus we encourage you to reach out quickly as those arise.

Thank you for your extraordinary support, patience, and work for Job's Daughters International during this extraordinarily trying time. Navigating through rough waters is never fun, but if we work together, we will weather this very long storm.

Sincerely,

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