



October 27, 2021

Members and volunteers of Job's Daughters International,

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 as we are now moving forward with a new strategy for COVID-19 related decision making.

At the end of September, the extended Board of Trustees created a task force to determine a set of parameters for Bethels and jurisdictions to make decisions based on local data. That task force partnered with healthcare and legal professionals to create a long-term policy specifically targeted for COVID-19 but applicable to infectious disease in general. This moves JDI to a more local data driven approach that is sustainable and allows flexibility in operations while protecting our members and volunteers.

With the focus on our enduring principal of providing a safe space for all, we believe that these guidelines will allow Bethel and jurisdictional leaders to make the right choices and plan for risk mitigation tactics based on local data points and trends. The Board of Trustees is pleased to provide this framework and corresponding guidelines to assist our leaders in their responsibility of making those important decisions.

These guidelines go into effect on **November 1, 2021** and will remain in effect indefinitely. We will no longer be doing monthly changes but will formally communicate any alterations to these guidelines on an as-needed basis.

A reminder 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 remains in place through December 31, 2021 to allow flexibility through the end of the 2021 calendar year while we continue to navigate this pandemic. A communication will go out when this suspension is officially lifted.
- 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 through December 31, 2021 if requested by the individual Daughter. This decision remains in effect to lessen the impact on a Daughter by missing out on potential opportunities during this emergency.

This time has been very difficult for our Order, we all desire to return to a sense of normalcy and stability for our Daughters. It remains our belief that a *better* Job's Daughters International has arisen from the tumult and that the lessons we have learned together have served to connect us more deeply. Thank you to all who have and continue to lead the way with the faith and steadfastness of Job.

We truly hope this shift in the decision making strategy makes things easier to manage in the long term while we continue to learn to live with COVID-19. We anticipate there will be questions and we encourage you to reach out as those arise.

Sincerely,

Shelly Cole, Chair, Board of Trustees

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