

Transition Plan for Churches Moving Back into Services

Phase 1: When not allowed to meet in person

- On-line services
- On-line kids' services
- On-line youth services
- On-line groups and team meetings
- On-line "Zoom Lobby" before and after services to connect, hear prayer requests, and shepherd...
- Communicate needs of the community – celebrate ways the church is ministering to the community and people in need
- Communicate importance of stewardship and multiple ways to give an offering
- Focus on training and encouraging members to connect with neighbors, friends, and family from a distance, in order to demonstrate care and love.

Phase 2: Limited meetings (most states are saying 10 or less)

- Continue Phase 1
- Encourage groups to watch services as a group... watch parties...
- Multiply small groups meeting in homes as possible
- Prepare study sheets for discussion of the message and text / or use the simple Discovery Bible Study methods for group discussion
- Celebrate communion as groups
- Provide parents with Children's Materials
- Zoom calls with leaders to problem solve and prepare
- Provide Mid-week bible classes
- Provide devotional thoughts via FaceBook

Phase 3 Larger group settings (50 or less)

- Continue phase 1
- Continue phase 2
- Start local worship (one or two services on Sunday)
 - Sunday morning services only (no classes – a family service only)
 - Per state/local requirements: masks, hand sanitizer, no kids' programs
 - Set up sanctuary for physical distancing
 - No hugs, handshakes, etc.
 - Limit # of people per service

Phase 4 Full opening

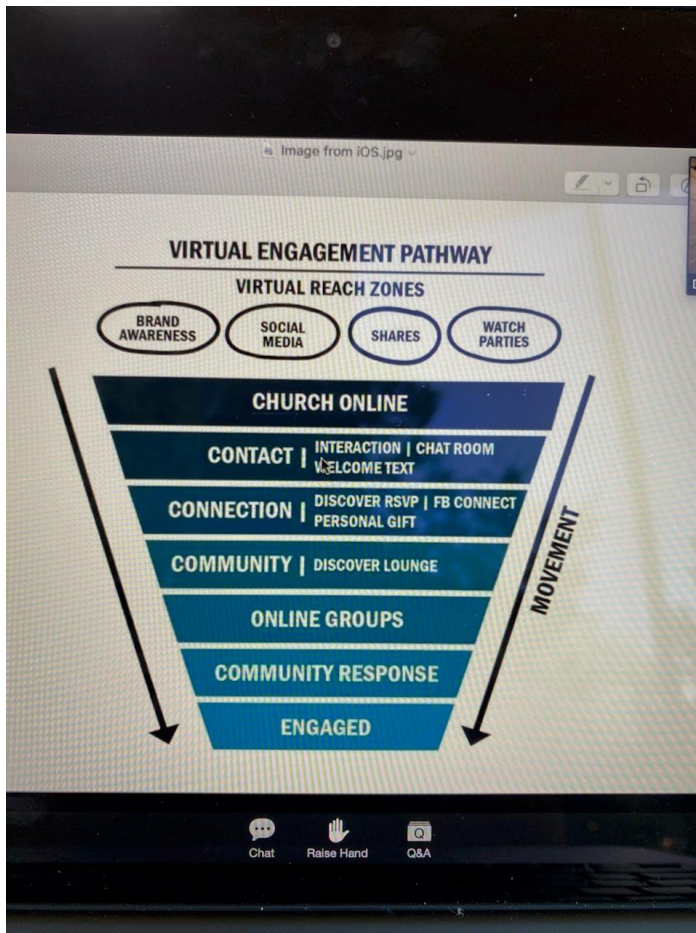
- Continue phase 1 and 2
- Grand opening celebration, if possible, outside

- Collect Food for Food Pantries?
- Celebrate both Mother's and Father's Day together?
- Celebrate Graduates
- Launch as if launching church for the first time
- Think through safely offering kids and youth programming
- Offer Zoom opportunities for children to join live classes while still at home

On-going

- Continue to cast vision of "House Parties" and on-line viewing
- Create strategy to move on-line folks to connect into small group Zoom meetings or local "house parties" for assimilation
- Continue Sunday morning events

Assimilation plan for on-line viewers (from Greg G.)



Greg Plan for Creekside Fellowship (Email)

***** In all things use this information to your context, state, county and city. Keep this in context regarding your year into your plant, lease or property situation and size of your church**

<https://www.dropbox.com/s/7qtj4eelvggy42d/ccfwelcomeback.mp4?dl=0>

So here is some gleaned information,

Assess:

- What do you need to preserve in your church coming out of covid
- In this current shift, what should your church do away with
- In this shift what are you doing now that needs more innovation
- In this current pivot do financial priorities need to be reconsidered
- How important is the hiring of a tech person on your team?
- How quick can we adapt back into worship?
- What upgrades in current church mechanics/process need to be addressed?
- It could take 18 - 36 months to get back to normal (ask anyone from a major disaster)
- 72% of the world is connected (90% will be connected in less than 10 years)
- The average person attends worship 16-18 times per year
- How much of our current shift will be permanent?
- Chances are this will be in the rear-view mirror in 5-10 years just like all other pandemics in history prior to covid. Key is to determine what has been learned
- Do not listen to alarmist thinking regarding the church and its demise or "never be the same" mentality

Action

- Most churches in states that are opening, are targeting May 17 as their return date. Almost all are hoping for June 7 to open their states
- Some church leaders are "terrified" and are not thinking of returning until August (their plan not their state). Be careful here. When your state opens, I would encourage you to open as your state opens. You may lose people with prolonged delays. Remember the crowd is fickle
- Some are considering whether to take peoples temperatures before admittance to worship.
 - Think this through guys...it might work against you in helping people feel safe.
 - If you feel this is best practice, please consider having a health professional do this for you.
 - If you do this, please realize the slowdown of admittance to your worship center.

- If someone does have a fever they may "contest", so now what is your policy if they contest?
 - Do you have a security team to handle this problem? Police?
 - If taking a temperature is a requirement of your local authorities, then I would encourage you to hire a police officer to handle problems.
 - Too much responsibility for a volunteer security team and you do not want to be liable for lawsuits.
- Kids minute or no kids' minute? Good question. The virus for the most part does not sicken kids but the debate rages if they are carriers.
 - You have two audiences now in regards to children.
 - One audience still goes to work (essential personnel) and they use childcare.
 - your second audience has been home and not trusting childcare or no longer in need.
 - Give them options and let them choose.
 - Yup that means allowing kids and babies in worship.
 - Prepare a play packet for them.
 - You can also open for two weeks in "family style" worship then open children's min two weeks later.
- Most 40+ folks are ready to get back to life according to stats (yet most at risk).
 - You will likely have to announce in all correspondence to encourage 65+ to stay at home.
 - This will pretty much be mandatory nationwide. MAKE THE ANNOUNCEMENT.
 - The majority of my first Sunday returnees were 40+ (really 50+, see my notes below), because the 20-30 are scared.
- Most of the mandatory requirements will also be face masks and hand sanitizer (if you can find it).
 - Outreach.com was selling cases you may want to check on their stock.
 - You may not be able to find these things so encourage people to bring their own.
 - I can hook you up with a Houston company that can logo your face masks and some of your purchase order goes to Homes for Soldiers.
 - They are pricey though, roughly \$9-\$13 depending on your mass order.
 - (This is Spark: I also have a lead on hand sanitizer/face masks with logos)
- Let's not forget it is your responsibility to stay up on your state mandates, followed by county mandates, then your local city mandates. BEWARE some authorities contradict each other. Call your city for clarification because they are YOUR final responsibility.
- Communicate, communicate, communicate with your people as you near your opening Sunday. Facebook, email, text, use small groups and videotape announcements of your game plan to return. Do not make assumptions people are hearing it
- If you have attendance requirements mandates by your local authorities, some churches are using an online registration RSVP form. Some are using

Eventbrite or similar methods to monitor attendance based on what their state says. See my notes below on Texas.

- Communion combo packets. Order now and good luck! See notes below
- Ask yourself and challenge your church with
 - what has covid taken from me,
 - what has covid not taken from me and finally,
 - what has covid given to me

Let me give you an example with Texas:

1. It is encouraged to have parishioners wear a face mask
2. We must sit 6' apart yet we can sit as a family
3. Social distancing must be an announcement
4. Only 25% of occupancy per worship center
5. Requirement to clean chairs if you have multiple services, not an option
6. My county does not require a mask to be worn but the next county over from me does
7. No in-house food service provided for now. Bring your own coffee or donuts. Donut shops in my part of Texas never closed, praise God. I'm hiring a coffee truck for June 7
8. No stipulations on children's ministry

Most other items we as a Nexus network are already doing! We have had zoom meetings and items are already posted. Below are my thoughts on my first Sunday back in worship. Things I noticed, thinking through and items to improve.

Here are my raw thoughts "thinking out loud" notes for my team meeting this Tuesday.

Couple of observations in returning to worship May 3, 2020:

- Just like wedding RSVP's, we had 91 responses online of which 75 showed up; that's an 82% return. I tell brides this information all the time and I wasn't thinking this through that we would be the same
- Only 1 person out of 75 had a mask on. That was rather surprising!! Wow
- Communion worked in the new format (bread in one cup, juice in another cup) I still need to think of a better way or buy several more communion trays (not an economical solution) before we open two services on 5/17. May want to initiate a Communion table host for bread disbursement.
- I still tried to engage the live camera more than looking at our live audience. It was better today with church folks but still a bit of a strange feel. Should we still engage the camera which is where the majority of people are or return to the live audience in front of me?
- The attendees were elated, and mostly extroverts as I expected
- Knowing people were coming back I was nervous all night as if I had never preached before. Part of the band felt the same. This was interesting

- The majority of the audience was 45+, fitting the information I've heard nationwide (see above) being that 20-30's are freaked out, while 40+ are all good with it and a "let's move on" attitude. Only three couples 20-30's were in worship today. Not sure if this is skewed because we don't have children's ministry up and running. The 20 yo couple is not married no kids, one 30 yo couple is married no kids and the other 30 yo couple has kids but not present today

Now what?

- I will consider doing an 8:00a for this coming weekend in addition to 9:30. Why would I offer it? Just trying to help people regain a rhythm and confidence of worship and help with their venturing out. Options, options, options. We are bringing Thursday back on May 14 and 11:30a on May 17. Do I keep 8:00a for the rest of May?
- Facebook Live was at 100 (last 7 weeks 120-140 average live) and views were nearly 1,000 in three hours still (I put no stock in views!!). With the 75 people present that would account for the slight drop. Tech team still reports good online interaction
- We will need to hit the rsvp's again this week with email and FB reminders
- I had three families say they wanted to be in worship today but already scheduled a camping trip. Be ready for this!!
- One other observation...those who showed up today sat nearest to the area in which they normally sit. Great sociology study!!!

Traverse Christian Church Reopening Plan

	Phase One May 18-30	Phase Two June 1-14	Phase Three June 15-29	Phase Four June 30-July 13
Social Distancing	Stay Home	Strict (6 feet)	Moderate (4 feet)	Normal
Vulnerable Population	Stay Home	Stay Home	Strict Distancing	Moderate Distancing
Square Feet per person	N/A	36 sq ft.	16 sq ft.	7 sq ft.

Traverse Response

Office Staff	Telework/Essential Only	Telework/Essential Only No VP	Normal Operations No VP	Normal Operations at Icehouse
Worship Services	Online Only	Online & In-Person Crews		Normal Operations at WCA
Online Church	Full Online Offering (Worship, Teaching, Students & Children's)			Online Adult Services Only
Small Groups	Online Only	Online & In-Person		Normal Operations in Crews
NextSteps Groups	Online Only			
Kids Ministry	Online Only			Normal Operations
Student Ministry	Online Only			Normal Operations