

# AT THE THRESHOLD

CONGREGATIONS AND THEIR BUILDINGS  
IN THE TIME OF COVID-19

RECOMMENDATIONS  
FOR MAINE'S CHURCHES



Adapted By The



In Consultation With



WISCONSIN COUNCIL  
OF CHURCHES



Maine Center for  
Disease Control and Prevention

An Office of the  
Department of Health and Human Services

### The Church Is So Much More Than A Building

*After a Sunday morning worship service, a visitor asked the pastor for a tour of the sanctuary. They moved around the space, admiring the intricate stained-glass windows, carved baptismal font, pipe organ, handwoven tapestries and paraments, and polished antique pews. As the tour came to an end, the visitor commented, "Pastor, you have a very beautiful church!" The pastor smiled and said, "Thank you. We like to think so. Oh, and our building is pretty nice, too."*

### Altering Our Expectations

In the beginning... when the coronavirus first came to Maine and our congregations were “cast out”\* of our buildings, many of us imagined it wouldn’t be long before we would all be able to return, gathering together for worship and celebration—certainly by Easter...then, surely by Pentecost? But now, more than eight weeks in, with Governor Mills’ “stay-safe-at-home” order in place through May 31 and maybe longer we are realizing that words like “returning” or “getting back to normal” simply do not reflect the new reality we all face. Instead of getting *back*, we need to find a way to get *forward* to a new normal. And as painful and difficult as that process will be, many among us also see extraordinary opportunity for the church to emerge from it transformed, strengthened, reborn.

In other words, **we stand at a threshold**, in a liminal space, between what was before and what will be. In a literal sense, we stood at the threshold of our church buildings, having crossed it to leave when it was no longer safe for us to gather together inside, and now we stand there again, considering when we can safely cross back over that same threshold to re-enter our beloved sanctuaries, those sacred spaces saturated with memories and meaning. But figuratively, The Church stands at a threshold, too. If we simply bide our time until we can return, go back, resume, we will have squandered the gift this grief-soaked, devastating, frightening time offers us. As we stand at the door and knock, seeking and asking what God would have us do, let us take the time to prayerfully consider how the church can and should change as a result of this experience.

What future we will find ourselves in depends not only on the behavior of the virus, but on the actions of people – as individuals, churches, communities, and governments. The way forward will not be a matter of following a rigid timetable, but of faithfully discerning the signs of the times and responding accordingly with compassion, creativity, patience and courage. It has always been that way for the church, as these familiar words, penned by Rev. Eric Milner-White at the height of The Blitz in England in 1941, tell us: “You have called your servants to ventures of which we cannot see the ending, by paths as yet untrodden, through perils unknown....”

We are all coming to understand that, for at least the next year, our lives will be shaped by the timeline set by COVID-19. We will face difficult choices between conflicting needs and imperatives. We will face exciting challenges to find ways to stay together even when we must stay apart. But we should avoid framing our situation in terms of a false choice between reviving the economy -- or our in-person worship gatherings -- and saving lives. If we don’t continue our efforts to contain the virus, a new wave of infections and deaths will cause further damage, and we will lose what we’ve gained from the measures we’ve already taken. And if we push too far too fast by reopening our buildings and resuming in-person gatherings prematurely, we may unfairly force church members and clergy who are in at-higher-risk groups (those with asthma, diabetes, cardiac, kidney, liver or pulmonary disease, smokers, pregnant women, those being treated for cancer, those who are morbidly obese or immuno-compromised, those over the age of 60), or who have a family member in

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\* “Cast out,” in New Testament Greek, *ekballo*, is used when Jesus “casts out” demons or “casts out” the money changers in the temple, but also in John 10 when Jesus, the Good Shepherd, “casts out” his flock of sheep from their fold and leads them to green pastures where they will have life and have it abundantly.

their household in an at-higher-risk group<sup>†</sup>, to choose between keeping themselves or their loved ones safe and participating in congregational life.

At the same time, we must not forget how a prolonged shutdown, as necessary as it might be, devastates people’s lives and livelihoods—small business owners, farmers, restaurant and service workers, those who lose their jobs, families who rely on schools to help feed their children, church staff who cannot be paid by congregations who face financial ruin, and so many more. So it is not enough that we call for taking a slow and careful path to re-opening; we must also work to mitigate and compensate for the impact that choice has. We must support local workers and businesses, feed the hungry, encourage food shopping at farmer’s markets and co-ops, provide grants to struggling churches, and advocate for state and federal safety net programs—immediately and well into the future, even after the pandemic has subsided.

In developing this document, we consulted with the Wisconsin Council of Churches, whose “Returning to Church” guidelines are the basis of this document. They worked with public health experts, church leaders, and churches and judicatories around the United States to develop their framework and we are deeply grateful for their generosity of spirit in allowing us to adapt it for use here in Maine. We would like to thank Dr. Siiri Bennet, Maine State Epidemiologist with the Maine Center for Disease Control and Prevention who offered her assistance with our adaptation of the Wisconsin document. And we wish to express our heartfelt gratitude to the leaders of our seven member denominations who provided guidance, feedback and encouragement.

We offer this framework as a guide for clergy and lay leaders who seek to make healthy and pastoral decisions for their congregations. It cannot be used as a fixed set of guidelines that will account for every circumstance because all ministry is contextual. You will have to be aware of the needs of your particular congregation, your own denomination’s polity and theology, and local conditions. You should consult local health officials and your judicatory leaders before finalizing your decisions.

As you develop your plans, it will be important to remember that we here in Maine may move back and forth between phases of fewer or more restrictions if second or third waves of infections emerge. Maine’s CDC and our governor are committed to making real-time decisions based on data and on scientific evidence as more becomes known about the spread of the virus and the presence of COVID-19 here.

With you, we pray for a spirit of discernment, for wisdom, and patience. We pray for researchers and medical professionals; for leaders and planners; for essential workers; for clergy and church members; for the ill and recovering; for those grieving and all who struggle with the challenges of these times. May the Holy One guide all our decisions, comfort all our fears, and inspire us to embody the best of what God created us to be. Amen.

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<sup>†</sup>Throughout this document, the phrase “at-higher-risk groups” refers to those identified by the CDC at the time of this printing as being at higher risk for complications or death if they contract COVID19: those with asthma, diabetes, cardiac, liver, kidney or pulmonary disease, smokers, pregnant women, those being treated for cancer, those who are morbidly obese or immuno-compromised, those over the age of 60. We also include anyone who has a family member living in their household who falls into one of these categories, since they would risk transmitting the virus to their loved one at home. We use the word “higher” as a reminder that *everyone* is at some level of risk.

**MAINE’S CHURCHES AT THE THRESHOLD**  
*Getting Through and Beyond the COVID-19 Pandemic*

➤ **DURING A SAFE-AT-HOME ORDER FROM THE GOVERNOR AND CDC**

During a shelter-in-place order, our role as churches, leaders and compassionate people of faith is to:

- Combat fear with knowledge in order to encourage preparedness and decrease stigma
- Maintain operational continuity and continue expressions of faith in the case of quarantine and disruption
- Show God’s compassion and care to those in our communities who are affected.

*--Adapted from Episcopal Relief and Development*

One goal of public health orders such as these is to drastically minimize interaction, which reduces opportunities to pass contagion between people and thus save lives. Another goal is to minimize the number of people out and about. Fewer people on the streets means fewer potential car accidents, emergencies, etc. and thus fewer emergency personnel needed to tend to them. If we prevent accidents, there will be fewer beds needed for non-coronavirus emergencies. As churches and people of faith, wherever we have the ability to aid in these life-saving goals, we have a moral and ethical obligation to do so. This is about loving one's neighbor. We have ways *other than in-person gatherings* to provide the services churches offer and to continue our essential operations.

Some general considerations to organize your planning:

- 1) How will you reduce people’s chance of getting sick or dying from an epidemic? We are community partners with public health and medical professionals, and this is caring for our flock as much as prayer and preaching. We are part of a community effort to save lives.
- 2) How will your faith community respond to needs of those who are sick, anxious, in economic need, and/or grieving with minimal or no person-to-person contact?
- 3) How will you adapt your operations and respond to increasing levels of social disruption as the pandemic intensifies?
- 4) How will you help the church and community cope with trauma.

During a stay-safe-at-home order, we recommend the following baseline practices:

- Churches should be holding online worship services only, streaming/recording from home. A word to the wise: Don’t be tempted to compete in the “Online Ministry Olympics,” in which we think we need to do it all or be the best at something we’ve just learned. Bring yourself. Bring the sacred stories, old or new songs, earnest prayer. Speak true words. Bring the community together in spirit. Simplicity is enough. Trust that the Holy One will be in it with you, among you, and for you.
- Bible studies, small groups, etc. should be meeting online. Keep in mind that right now what people need most is access to familiar faces and voices as reassurance. No one assimilates information well when in crisis. Keep messages simple, short, and repetitive.
- Service ministries should be using safety protocols and only addressing essential needs.
- There should be minimal, drop-in staffing sufficient for essential operations (deposits, mail processing, etc.). Whatever solutions you develop must accept the dilemmas and the risk. Build in additional checks and balances as you can to preserve the church’s fiscal health as you guard the physical health of all concerned. Think very carefully about what constitutes “essential operations.”

We recommend that clergy and lay leadership use this time, as well as time during the next phase, to focus significant time, energy and prayer to study, deliberate, discern and develop policies and plans for how their congregation will proceed as restrictions begin to be lifted.

## ➤ DURING FIRST PHASE OF LIFTING SOME RESTRICTIONS

When gating criteria and core responsibilities are met, such as declining case counts, widespread availability of testing, contact tracing, adequate hospital capacity and no PPE shortages, the CDC and Governor may decide to lift some restrictions, including modifying the stay-at-home order. It is possible that restrictions may differ by region within the state. Maine has not stated in advance which restrictions might be lifted first, or what size-limits might be imposed on in-person gatherings at any stage, so the numbers used here are for example only.

What we recommend:

- Churches should continue holding online worship services only.
- Recording in or streaming from the sanctuary might be allowed. Worship leaders (no more than restrictions allow) must maintain at least 6 feet of space between each other - greater distance from soloists who are singing\*. No wind instruments or choir\*. Space should be sanitized afterward, especially surfaces like hymnals, pulpit, piano keys, doorknobs, restrooms, etc.
- Life rituals (weddings, funerals) should have no more than (10) in attendance (including clergy and staff) and participants should wear face masks and maintain 6 feet of social distance. There should be no communal singing or wind instruments\*. Consider inviting only immediate family. We advise only publicizing the date and location to those who are on the approved list to prevent hurt feelings or awkward situations. Proper sanitization and cleaning need to be completed before and after event.
- Bible studies and small groups should continue to meet online.
- Keep office functions as limited as possible to ensure essential operations. Those in the office should be wearing masks; if you have more than one person in the office, make sure that surfaces, including the phone, keyboards, copier, are regularly sanitized and that 6 feet of social distance is maintained.
- Consider allowing building users/renters back into the building if state/municipality allow it (music lessons, etc.), if they are able to observe gathering limits and distancing protocols, and you are able to accommodate the cleaning requirements.
- Church councils and leadership teams of less than (10) might consider meeting in person while wearing masks and maintaining social distance, or they may choose to continue meeting online so that individuals in at-higher-risk groups can participate.
- Individuals in at-higher-risk groups (staff, volunteers, or members) should continue to shelter in place.

We recommend that clergy and lay leadership use this time to continue focusing significant time, energy and prayer to study, deliberate, discern and develop policies and plans for how their congregation will proceed as restrictions begin to be lifted.

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\* **Singing poses serious risks!** *Scientific evidence shows that the forceful breathing action of singing or playing wind instruments disperses the plume of aerosolized droplets from a singer's mouth or musician's instrument much further than six feet. Public health officials have said that masks can't completely contain such forcefully expelled mist. Tests have proven that microscopic 'droplet nuclei' that can contain the virus remain suspended in the air for up to 3 hours. After a March 10 choir practice at a church in Washington state (where no one was coughing, sneezing or noticeably ill), despite the use of hand sanitizer and social distancing, and refraining from hugs and handshakes, within five days, 45 of the 60 choir members contracted COVID-19, three were eventually hospitalized and two died. Infectious disease researchers categorized this rehearsal as a "super-spreading event." No congregation wants their worship service to become such an event, **so please make decisions accordingly!** (See also: "Church Music in the Age of COVID-19," <https://www.wichurches.org/wp-content/uploads/2020/05/Returning-to-Church-Church-Music-final.pdf> )*

## ➤ DURING NEXT PHASE OF IMPROVEMENT

The Governor and CDC will determine this shift based on a re-evaluation using the original gating criteria and core responsibilities as outlined in previous phase. You might expect several weeks (or longer) of improving conditions to pass before such a shift. That kind of improvement is only accomplished by careful and consistent observance of physical/social distancing recommendations as well as hygiene practices like hand washing, wearing face masks, and sanitizing surfaces during the previous phase. Again, maximum group size-limits may vary and will be up to the Governor and CDC to determine, so the numbers used here are for example only.

Possibilities for Worship, depending on church size:

- Churches whose average worship attendance (AWA) is more than (50): We recommend that you continue holding online worship, recording from home or the sanctuary with leadership by small groups of people. If you choose to have multiple services (with a maximum of (50) people, including leaders, at each service), have a plan for enforcing the maximum number of people per service, and for providing face masks for anyone who arrives without one. Appoint lay leaders to be responsible for enforcing social distancing so that it isn't just up to the pastor to monitor or intervene. Services should not include singing or wind instruments, nothing should be passed from hand to hand (e.g., offering plates), and greeting and passing of the peace must be done without any physical contact—no hugs or handshakes. Plan to clean surfaces between services (including hymnals), and to supply hand sanitizer throughout the worship space. Consider exploring what small group worship could look like as an alternative.
- Smaller churches (under (50) AWA) might consider holding in-person worship but the worship space must be large enough to allow for 6-foot social distancing. Have a contingency plan for what to do if more than (50) people come to the building for the service. Appoint lay leaders to be responsible for enforcing social distancing so that it isn't just up to the pastor to monitor or intervene. Have a plan for providing face masks and hand sanitizer. The service should not include singing or wind instruments, nothing should be passed from hand to hand (e.g., offering plates), and greeting and passing of the peace must be done without any physical contact—no hugs or handshakes.

General recommendations for worship:

- If you decide to hold an in-person service, we recommend continuing to share worship online as there will be many who are at-higher-risk and cannot join you, or who may not feel safe to return even if precautions are in place. Consider the potential this has to divide the congregation or create “second-class citizens,” as those for whom it is not safe to attend in person will feel “less than,” like spectators instead of part of the community. Some churches may decide they will not meet in person until everyone can be included, as a sign of love and commitment to the community.
- Everyone will have to wear cloth face masks while at church, as is required in public spaces. This could be problematic for worship leaders, whose voices might be muffled or hard to understand.
- Celebrating Communion/Eucharist safely will present a significant challenge, as touching a face mask (to remove or shift it in order to eat bread or drink from a cup) contaminates it. Proximity to the communicant is a risk to both the communion minister and those receiving. Give serious consideration to options within your tradition that minimize contact. This may mean you need to further postpone offering Communion to the faithful. Consult with your denomination's leaders regarding your options.
- Singing is among the riskier behaviors when it comes to spreading droplets/aerosols which can carry the virus a significant distance and remain suspended in the air. A cloth mask is unlikely to be enough to protect you or your neighbor. We recommend against singing or playing of wind instruments in the sanctuary when the congregation is gathered.

- Use no-touch alternatives for passing the peace, collecting offering, and liturgical resources. Consider removing prayer books, hymnals and Bibles if you will have multiple services. Use bulletins (do not reuse) or screens as alternatives.
- Distancing: Have people spread out in sanctuary space with members of one household per pew/row; keep empty pews/rows between households. Explore meeting in a fellowship hall or outdoors if your space is small.
- We recommend against offering a fellowship/coffee hour, as contamination is highly likely when people browse a buffet table or use a common coffee pot/sugar bowl/creamer. Encourage people to leave the building after worship rather than mingling.
- Life rituals (weddings, funerals, confirmations) could take place in a more traditional way, with careful attention to guest lists so as to keep under the (50-person) limit and enforce appropriate physical distancing plans, wearing of face masks, and cleaning surfaces before and after events.

#### Small Groups and Faith Formation:

- Offer opportunities for Bible studies and small groups to meet in person or online. We recommend maintaining some online options for people who do not feel safe or comfortable meeting in person. The same caveat applies as in worship—offering some in-person and some online has the potential to do harm to a sense of community and connection.
- Don't yet have small groups? This is an opportunity to renew relationships and perhaps start some small groups within your congregation. As conditions shift, these small groups can provide spiritual and emotional support to one another and offer a setting for mission.
- We recommend against offering Vacation Bible School in person during this phase. While the risk to children is somewhat lower, there is an ongoing risk of them carrying the virus back home and sharing it with other family members. Whether or not they are symptomatic, someone who is infected can spread the virus. Consider whether you might offer an online or no-touch drop-off activity.
- Similarly, we anticipate mission trips to be unwise for some time. This is an ideal time for mission in the local area. Are there food pantries or other community services in need of volunteers? Practice the art of mission in place. Keep your groups small so as not to overwhelm the ministries you serve. You are there to assist, not to occupy or divert their resources.

#### Church Business:

- Regular office functions could resume more or less safely while maintaining social distancing and wearing masks. Continue to attend to cleaning and sanitizing the office. Pay particular attention to high-touch surfaces and cleaning hands after dealing with the offering.
- Church councils and leadership teams of less than (10) might consider meeting in person while wearing masks and maintaining social distancing or they might decide to continue meeting online.
- Smaller churches (under 50 members) could consider holding in-person membership meetings if official business is required. Masks and social distancing should be required.
- Allow building users/renters to resume operations, with a plan to address cleaning needs and agreement to observe gathering and distancing protocols.

#### General Building:

- Post signs indicating COVID-19 symptoms and urging people to stay home/seek medical attention if they have symptoms.
- Maintain a good stock of tissue, soap, hand sanitizer and disposable paper towels for drying hands. Because stocks are limited, congregations should find sources and place orders for these products well in advance.
- Clean the building regularly and between user groups, paying extra attention to high-touch surfaces.



- If you become aware of someone who has been in the church building who was infected with COVID-19, put your communication plan into action, and cooperate fully with contact tracers.

*At-higher-risk individuals, whether staff, volunteers, or program participants, should continue to shelter in place.*

## ➤DURING FINAL PHASE

The Governor and CDC will decide when this shift occurs based on a re-evaluation using the original gating criteria and core responsibilities as outlined above. You might expect several weeks (or longer) of improving conditions to pass before this shift. That kind of improvement is only accomplished by careful and consistent observance of physical/social distancing recommendations as well as hygiene practices like hand washing, wearing face masks, and sanitizing surfaces.

It is possible that conditions will not improve, but infections will increase again as restrictions were lifted in earlier phases. In that case, physical distancing recommendations would need to be tightened by the Governor and CDC temporarily in order to get back on track. Progress will not necessarily be linear. You can help by encouraging careful hygiene, following of the physical/social distancing recommendations, encouraging people to stay at home if they have any symptoms of illness, and to cooperate with contact tracers.

At-higher-risk individuals, whether staff, volunteers, or program participants, should continue to shelter in place during this phase. Hospitals and care facilities are recommended to continue limiting visitors. This has implications for church program, pastoral care and business.

Wear cloth face masks while at church and in community ministry, as is recommended in public spaces.

### Worship:

- We recommend that churches of all sizes continue to offer remote/online options even if they begin holding in-person worship services. See previous phase for rationale.
- Physical distancing is not required by this phase, but we recommend that you avoid crowding in the sanctuary to the extent possible. Consider continuing to offer multiple services, as people may want to spread out.
- Watch for public health recommendations on Communion/Eucharist as we get to this phase and consult your denomination's leaders.
- Watch for public health recommendations on singing and playing of wind instruments as we arrive at this phase. The Council will monitor recommendations from the CDC and Maine's public health officials and offer updates. It is likely that a prohibition will remain in effect until a vaccine is widely available.
- Continue to use no-touch alternatives for passing the peace, collecting offering, and liturgical resources. Consider removing prayer books and Bibles if you will have multiple services. Use bulletins (do not reuse) or screens as alternatives.
- We recommend against offering a fellowship/coffee hour. Continue encouraging people to leave the building rather than mingling.

It should be safer for Bible studies and small groups to meet in person. We recommend maintaining some online options for at-higher-risk individuals and those who do not feel safe or comfortable being in public.

Office functions could resume as normal, with attention to cleaning.

Groups, teams, and committees could meet in person.

### Questions for Church Leadership to Consider

We offer this list of questions for the church Council/Vestry/Session/Consistory and Committees to consider in consultation with their clergy. We recommend that you work through these questions long before you prepare to worship in-person inside your church building again:

- Has your insurance company weighed in on benchmarks for reopening, and for operating any programs? Has your judicatory leader (Bishop, Presbyterian, Conference Minister or other authority)? How will these influence your decision?
- Will you maintain an online streaming option once you are back together worshipping in physical space? How will that need to adjust when there is also in-person worship happening?
- How many people can your worship space hold if you are worshipping in household groups sitting 6 feet apart?
- How will you discourage the receiving line after church and/or congregating after worship services?
- When in earlier phases of relaunch, how will you cap attendance at events so there is room for members of the community to join you and so you don't go over guidelines?
- How can you encourage small group gatherings with the building of small group, discipleship systems, etc., in the earlier phases of relaunching – possibly even before we move from Safer at Home into first phase? How might you continue these when in-person worship resumes?
- How will you ensure sanitation and disinfection of communal spaces?
  - Worship bulletin disposal, prayer books, etc.
  - Areas where small groups gather during the week
  - Nurseries and/or playgrounds
  - Pews or chairs following worship
  - Doorknobs, bathrooms, other areas that people touch when in your building
- How will you update your building use agreements to reflect the new realities of COVID-19?
- If someone contracts COVID-19, how will you communicate with your congregation and members who may have come into contact with that individual while maintaining privacy and pastoral care?
- If someone who has been in your building contracts COVID-19, how will you do a more intensive cleaning prior to its next use?
- How will you communicate your safety plan and best practices to the congregation?

## Maine Council of Churches Member Denominations' Guidelines and Resources

Each of our seven member denominations has *excellent* COVID-19 resources available on their websites and we encourage you to explore them. Listed here are resources they have developed specifically related to the question of how to prepare for worshipping together in person again in our church buildings.

### **Episcopal Diocese of Maine**

“An Initial Approach to Regathering”

<https://files.constantcontact.com/e8ac573a001/1a9aece8-f8cb-4eae-bfdb-aec9becb10af.pdf>

### **New England Synod of the Evangelical Lutheran Church in America**

“Letter from the Bishop Regarding Worship and Re-Opening”

<https://drive.google.com/file/d/1yLMedN1oy5-EWV-94LLNP3CdVLWX5QXp/view>

### **Presbytery of Northern New England, Presbyterian Church (USA)**

“Resources Related to Re-Opening”

<https://pnne.org/Resources/COVID-19-Resources>

### **Religious Society of Friends**

“Updates and Resources During the COVID-19 Pandemic”

<https://neym.org/updates-and-resources-during-covid-19-pandemic>

### **Unitarian Universalist Association**

“Resources for When In-Person Gathering Is Advisable”

<https://www.uua.org/safe/pandemics/sunday-morning>

### **Maine Conference of the United Church of Christ**

“A Pastoral Letter: Resuming In-Person Church”

<https://www.maineucc.org/blog-post/a-pastoral-letter-resuming-church/>

### **New England Conference of the United Methodist Church**

“Re-entry Considerations and Guidelines”

<https://www.neumc.org/virus-reentry>

### Recommended Reading/Viewing

These are ordered roughly in order of urgency, from immediate understanding of this pandemic time to a deeper understanding of how we might reconstruct how we do church on the other side of the pandemic.

Church Music in the Age of COVID-19, prepared by the Wisconsin Council of Churches

<https://www.wichurches.org/wp-content/uploads/2020/05/Returning-to-Church-Church-Music-final.pdf>

The BTS Center Podcasts and Webinars, “Creativity, Compassion and the Coronavirus”

[www.thebtscenter.org](http://www.thebtscenter.org)

Why Getting the US Back to Normal in the Next Couple Months is a Fantasy. PBS NewsHour, April 20, 2020.

<https://www.pbs.org/newshour/show/why-getting-the-u-s-back-to-normal-in-the-next-couplemonths-is-a-fantasy>

The Coronavirus in America: The Year Ahead. New York Times, April 18, 2020.

<https://www.nytimes.com/2020/04/18/health/coronavirus-america-future.html>

COVID-19: Now I understand King’s truth of the ‘inescapable web of mutuality’, Zachary Helton, Baptist News Global, April 21, 2020.

<https://baptistnews.com/article/covid-19-now-i-understand-kings-truth-ofthe-inescapable-web-of-mutuality/#.XqGXyMhKg2w>

Church in these “VUCA” Times. Jake Morrill.

<https://www.youtube.com/watch?v=0uAKQXagwms&feature=youtu.be>

24 Questions Your Church Should Ask Before People Return. Ken Braddy, Jr.

[https://kenbraddy.com/2020/04/18/20-questions-your-church-should-answer-before-peoplereturn/?fbclid=IwAR0CK7qAs9twQiN6PCrAT3OvSdbNROR0e\\_VXLjyGqS4sX9pyETq6lc\\_gMfo](https://kenbraddy.com/2020/04/18/20-questions-your-church-should-answer-before-peoplereturn/?fbclid=IwAR0CK7qAs9twQiN6PCrAT3OvSdbNROR0e_VXLjyGqS4sX9pyETq6lc_gMfo)

The Four Spaces of Belonging.

<https://pbs.twimg.com/media/EWDE5iRWkAALX3Z.jpg>

<https://bensternke.com/the-four-spaces-of-belonging/>

Leaders, It’s Time to Ask Critical Questions About the Post-COVID19 Church. John Thornburg, United Methodist Insight, April 14, 2020.

[https://um-insight.net/in-the-church/umc-future/leaders-it-s-time-to-askcritical-questions-for-post-covid-1/?fbclid=IwAR2LlnL3uVvLk5SAi47vAi\\_ogQuiL-yMyA4d5NwyQmSNFnuU4jyL8Rx2Iw](https://um-insight.net/in-the-church/umc-future/leaders-it-s-time-to-askcritical-questions-for-post-covid-1/?fbclid=IwAR2LlnL3uVvLk5SAi47vAi_ogQuiL-yMyA4d5NwyQmSNFnuU4jyL8Rx2Iw)

Distributed Church. Fresh Expressions.

<https://freshexpressionsus.org/distributedchurch>

How to Seize this Moment for Your Church. Ed Stetzer.

<https://www.christianitytoday.com/edstetzer/2020/april/relaunching-church-how-to-seize-this-momentfor-your-church.html>