

TRANSITIONS TO THE "NEW NORMAL" CHURCH

Hospitality

Guiding Principle: People are not looking for a friendly church. They are looking for a friend.

Old Normal

New Normal (Technical)

New Normal (Adaptive)

<ul style="list-style-type: none"> • <i>Interpersonal</i> <ul style="list-style-type: none"> ○ Small groups, affinity groups, gathering events, dinners for eight, pastoral care, visitation, attendance tracking, prayer chains, prayer groups • <i>Intentional</i> <ul style="list-style-type: none"> ○ Congregational greeting, Welcome Center, connect/pew cards, welcome gifts, porch visits, connecting interview, sponsors • <i>Invitational</i> <ul style="list-style-type: none"> ○ Website, Facebook, Social Media, Direct Mail, Newspapers ○ Personal invitations, business cards, flyers <p>Staffing: Hospitality/Pastoral Care/Visitation</p>	<p>Crisis is an accelerator. Doing the same things, virtual expression. Digital church is here to stay.</p> <ul style="list-style-type: none"> • <i>Interpersonal</i> <ul style="list-style-type: none"> ○ Check-in phone calls to regular participants ○ Zoom visits by pastors/staff ○ Small groups by Zoom ○ Leadership phone calls ○ Focus on elderly ○ Children’s project kits ○ Prayer requests by chat • <i>Intentional</i> <ul style="list-style-type: none"> ○ Virtual greetings ○ On-line connect cards ○ Phone, email, text follow-up ○ Gift cards/donations for filling out connect cards ○ Tracking effectiveness of virtual offerings • <i>Invitational</i> <ul style="list-style-type: none"> ○ 7 day a week communications by video messages, emails, texts 	<p>In the future, churches will be digital organizations with physical locations.</p> <ul style="list-style-type: none"> • <i>Interpersonal</i> <ul style="list-style-type: none"> ○ Worship Watch Parties ○ Shepherding groups ○ Small group gatherings in homes ○ Virtual home school support groups • <i>Intentional</i> <ul style="list-style-type: none"> ○ Watch party host follow-up ○ Multiple times/methods of guest follow-up • <i>Invitational</i> <ul style="list-style-type: none"> ○ Training in sharing personal testimonies/stories ○ Neighborhood (non-member) check in calls and support <p>Staffing: (paid/non-paid) for social media support, On-line pastor</p>
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Worship

Guiding Principle: Passionate worship is designed for engagement of worshipers.

Old Normal

New Normal (Technical)

New Normal (Adaptive)

<ul style="list-style-type: none"> • <i>Creative Worship Design</i> <ul style="list-style-type: none"> ○ Musical support ○ Media ○ Liturgy ○ Aesthetics • <i>Preaching style</i> <ul style="list-style-type: none"> ○ Traditional ○ Limited engagement – physical presence ○ 30-45 minute messages • <i>Sacraments</i> <ul style="list-style-type: none"> ○ Holy Communion ○ Baptism <p>Staffing: Worship Leader/ Pastor</p> 	<ul style="list-style-type: none"> • <i>Creative Worship Design- Virtual</i> <ul style="list-style-type: none"> ○ Musical support: same/simpler acoustic ○ Media – enhanced use ○ Liturgy – reduced ○ More produced/edited production ○ Professional video/sound ○ Drive-in church ○ Drive-through communion/prayer • <i>Preaching style</i> <ul style="list-style-type: none"> ○ Same/more relaxed and sitting ○ Interactive through chat function – even responding to questions ○ Shorter messages –recognizing short attention spans for screen viewing • <i>Sacraments</i> <ul style="list-style-type: none"> ○ Conference guidelines ○ Family and friends – small gatherings 	<ul style="list-style-type: none"> • Facebook Live interactive: responding to questions, participants sharing insights, prayer requests by chat • Perhaps a shift toward smaller in-person gatherings in homes supported by church staff for worship and fellowship • Additional worship offerings to accommodate smaller groups when returning to facilities • Offerings in physical worship will be touch-free • <i>Preaching style</i> <ul style="list-style-type: none"> ○ Additional ‘voices’ to on-line messaging ○ Fireside chat approach ○ Dialogue-style messages using chat function • <i>Sacraments</i> <ul style="list-style-type: none"> ○ Baptisms will become a family affair ○ Presentation of communion will change <p>Staffing: On-Line Pastor/ Working Remotely</p>
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Discipleship

Guiding Principle: Growth as a disciple happens through a clear pathway that is intentional, relational, and accountable.

Old Normal

New Normal (Technical)

New Normal (Adaptive)

<ul style="list-style-type: none"> • Classes – educational focus • Small groups • Offerings/not pathway • Clergy/staff led commitment • Age level ministry focus • Senior adult trips/activities • Membership classes <p style="margin-top: 20px;">Staffing: Discipleship Pastor/ Team, volunteer teachers</p>	<ul style="list-style-type: none"> • Small group classes – virtual • Spiritual growth reading lists/groups/ challenge • Children and youth virtual activities • Drive-through activity packs for kids • Pastoral care focus/physical needs 	<ul style="list-style-type: none"> • Family-centered/intergenerational • Virtual small groups for training • Discipleship Partnerships <ul style="list-style-type: none"> ○ Spiritual friends ○ Triads ○ Apprenticing partner ○ Mentors ○ Teachers ○ Coaches ○ Spiritual Directors • Clear pathways (virtual options) <ul style="list-style-type: none"> ○ discipleship ○ membership ○ leadership ○ mission • Intentional training curriculum • Outdoor gatherings for social distancing <p style="margin-top: 20px;">Staffing: On-line pastor, trained un- paid virtual staff</p>
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Service

Guiding Principle: Disciples join Jesus in God’s ministry of love for the world.

Old Normal

New Normal (Technical)

New Normal (Adaptive)

<ul style="list-style-type: none">• Administrative committees• Short-term missions• Community service• Community dinners• Adopt-A-School• Food Pantry• Financial Assistance• Special offerings	<ul style="list-style-type: none">• Virtual teams• Home maintenance for at-risk• Lunch boxes for children• Funding dinners from local restaurants• Food collections• Shopping for at-risk seniors• Financial Assistance• Partnerships with local social service agencies	<ul style="list-style-type: none">• Partnerships with local businesses<ul style="list-style-type: none">○ Mentoring○ Coaching• Job training/placement• Emerging needs (virtual)<ul style="list-style-type: none">○ Home schooling support○ Recovery programs○ Tutoring students
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Generosity

Guiding Principle: To thrive, not survive, give yourself away.

Old Normal

- Tithes and Offerings
- On-line giving (limited)
- Special offerings
- Endowments
- Fundraisers

New Normal (Technical)

- Tithes and offerings – on-line/mail in
- Expanded on-line giving to include donations from non-members focused on community causes
- Special offerings focused on local community needs
- Financial management training – as part of discipleship pathway
- Narrative budgets emphasizing the impact on community

New Normal (Adaptive)

- On-line giving
- Mail giving
- 501c3 organizations
- Alternate revenue streams
 - Event space
 - Office space rental
 - Church-owned businesses
 - Staff raising salaries
 - Development partnerships



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