



PLAN FOR REOPENING GATHERINGS AND STARTING CHURCHES DURING COVID-19

April 2020

REOPENING AND STARTING GATHERINGS

Covid-19 has released unprecedented challenges for the Church. As the next several months unfold, we will begin to see more clearly the changes as a result. As the country begins to reopen, churches need to implement a plan that is contextualized for their community. There is no one size fits all approach. This resource is designed to help you and your leadership team think through a contextualized plan to reopen and start new churches during this global pandemic.

While the challenges are many, there are also unprecedented opportunities to live out our calling as a transformed community of Jesus followers commonly called the church. In a culture increasingly antagonistic to Christian faith, we are seeing more and more turn to the church for hope. In a time when the church can't safely gather in public, we are seeing new churches started and increased levels of engagement across the country.

As your team plans to engage their community with the hope of Jesus this is our prayer for you.

*Trust in the Lord with all your heart,
and do not lean on your own understanding.
In all your ways acknowledge him,
and he will make straight your paths.
(Proverbs 3:5-6 ESV)*



A GUIDED PRAYER EXPERIENCE

See Worksheet 1: A Guided Prayer Experience

Covid-19 has turned the world upside down. How do you plan when you don't know what tomorrow holds? How do you make good decisions for the church, when the wisdom around you is conflicting and the consequences feel so big? Don't rush in. Spend time with Jesus. Let the Holy Spirit guide and direct you. Let the Father give you confidence. Here is an exercise you can use as a personal tool or to lead your team.

The Jesus Prayer

Begin by quieting yourself. There is ancient prayer that has been prayed by followers of Jesus since the 5th century. Begin by spending 5 minutes in silence meditating on this prayer. Say the prayers several times. Say it out loud. Experience the presence of your Lord.

"Lord Jesus Christ, Son of the Living God, have mercy on me a sinner."

How Long O Lord?

Fear is all around. And not far from fear is anger. A virus that has forever changed our world. The pain of loss. The privileged now vulnerable. The weak weaker.

The list of our sufferings are long today. ***Acknowledge your fears. Acknowledge your loss.***

Reflect on the Scriptures below. Note what stirs in your heart:

- "How lonely sits the city that was full of people! How like a widow has she become, she who was great among the nations!" - Lamentations 1:1 ESV
- "Hear my cry, O God, listen to my prayer; from the end of the earth I call to you when my heart is faint." - Psalm 61:1-2 ESV
- "I cry aloud to God, aloud to God and he will hear me. In the day of my trouble I seek the Lord;" - Psalm 77:1-2 ESV





- “How long, O Lord? Will you forget me forever? How long will you hide your face from me? How long must I take counsel in my soul and have sorrow in my heart all the day? How long shall my enemy be exalted over me? Consider and answer me, O Lord my God; light up my eyes, lest I sleep the sleep of death, lest my enemy say, “I have prevailed over him,” lest my foes rejoice because I am shaken. But I have trusted in your steadfast love; my heart shall rejoice in your salvation. I will sing to the LORD, because he has dealt bountifully with me. - Psalm 13 ESV

The Psalmist in Psalm 13, cries out to God honestly. But an important shift happens at the end of the psalm. The psalmist closes by focusing on the character of God. **Take a moment to reflect on God’s character.**

Take a moment to listen to Graves into Gardens by Elevation Worship. Listen for the gospel. What graves do you want to see turn into gardens?

Prayer for Guidance

Lord Jesus you alone are the head of the Church. We are yours, Lord. We submit this decision to your leadership. Will you be present in our conversation? Where there is doubt, would you bring confidence. Where there is division, would you bring unity. Where there is fear, would you bring hope. May you be glorified by our conversation. Lord Jesus you alone are the head of the Church. Amen.

THE ONE

See Worksheet 2: The One

What man of you, having a hundred sheep, if he has lost one of them, does not leave the ninety-nine in the open country, and go after the one that is lost, until he finds it? - Luke 15:3-4 ESV

If you aren't familiar with the concept of "The One", we highly recommend you read the book [Intentional Churches](#). The One is a representation of the people that your church is uniquely called to reach. They are a person far from God who needs to know Jesus. As you make decisions about reopening public worship gatherings, you want to make those decisions with the One in mind. If your congregation is demanding you reopen but doing so would be a barrier to faith for your One, the decision is simple. Before you start planning, start with your One. Here are some questions to think through:

- How is our one feeling as a result of COVID-19?
- What fears and anxieties does our One have?
- What did our One put their hope and security in before Covid-19? How have those proven to be false idols?
- What will our One think about the church gathering in public?
- Who are the key influencers for our One? What will they think about the church gathering in public?
- Summarize your learnings. What's important not to forget as we plan?





FEDERAL AND STATE GUIDELINES

In response to Covid-19, government entities on all levels are working to issue individuals and churches guidelines. These guidelines can seem contradictory. What do you do when the federal government issues one set of guidelines that are different from your local or state guidelines?

➤ **Best Practice: Follow the most restrictive guidelines to err on the side of safety.** This allows your church to provide your congregants and community with the highest levels of safety. It also protects your church from potential liability.

- Federal Guidelines can be found at the [White House](#) & [CDC](#) websites.
- State Guidelines be found on the state's department of health website.
- Local Guidelines can be found at your local county health department.

➤ **Best Practice: Establish a contact at your local health department.** They will have up to date and accurate information on your local communities regarding Covid-19. They will also be able to advise your church on whether it is safe to publicly gather and any local expectations for gathering such as the recommended use of masks.

NEXT STEPS

1. Establish a contact at your county health department.
2. Form a health team. Focus on recruiting team members who have related experiences and training. Keep in mind that many in the health field have little margin during this time. This team will help adopt needed policies, monitor government guidelines, oversee cleaning, and ensure public gatherings are being conducted in a safe way.
3. Talk to your liability insurance provider to determine if there are any special liability issues to cover before reopening.



April 2020

FEDERAL PHASES FOR REOPENING

The White House has provided guidelines for a phased re-opening of the United States. These phases include recommendations for the Church. It is important for church leaders to understand each phase and begin planning now how you will approach your mission in each phase. It is important to understand that this will be a fluid situation.

It is likely that as areas of the country re-open, new hotspots emerge and those areas return to shelter in home. It is likely to be a two steps forward, one step back recovery.

Your leadership team will need to be flexible and good communication with the congregation and community is essential.

You can view the phases in detail at the [White House](#) website.

There are guidelines specific to all phases of reopening, as well as guidelines specific to each individual phase. These will be detailed in the following pages.



GUIDELINES FOR ALL PHASES

Along with specific guidelines for a phased reopening, there are general guidelines that churches should follow as they plan to reopen their buildings.

Pandemic Safety Policy

Develop and implement appropriate policies, in accordance with Federal, State, and local regulations and guidance, and informed by industry best practices, regarding:

- Social distancing and Protective Equipment
- Temperature Checks
- Sanitation
- Use and disinfection of common and high-traffic areas

**Vulnerable Individuals: 60+ or serious underlying health conditions, including high blood pressure, chronic lung disease, diabetes, obesity, asthma, and those with compromised immune systems.*

Contact Tracing

It is vitally important that you have a plan for tracking who attends your large and small group gatherings. A crucial part of public health safety is being able to track who an infected individual came in contact with. You should implement a plan aimed at 100% participation in contact tracing. Do not conduct church gatherings of any size without a plan in place.



Touchless Sanitizing and PPE

Many churches will want to provide touchless hand sanitizing stations and masks to increase the safety of their congregants and ease anxieties around the spread of germs.

Position stations throughout the facility including:

- Lobby areas
- Restrooms
- Children's and Youth Areas
- Classrooms

Our friends at Outreach have [sourced supplies that can be ordered](#).

Cleaning

Cleaning protocols will be important for any church. You should implement a plan compliant with [CDC](#) guidelines. This should be included in your Pandemic Safety Plan.

Framework for Planning Church Activities

As you begin to reintroduce activities that require public gathering, it's helpful to have a framework to think through. When assessing risk of direct transmission, we are asking the question, "How likely are people to cough, sneeze, or generate respiratory droplets toward others? How likely is direct hand contact? To decrease risk, we will increase distance between people preferably to more

than six feet. We will also consider the age groups involved in determining what activities to modify or cancel. The higher risk to those 60+ and those with chronic illnesses means we need to protect them from infection.

Shout out to Christianity Today for [sharing this framework](#) (*framework is available to view in Appendix 1: Framework for Planning Church Activities*)

Facility Availability

We anticipate that many facilities will reconsider allowing outside groups to rent/lease. Renting to outside groups will potentially pose a threat to their customers.

For example, schools will have to maintain strict cleaning procedures in order to open.

If a church meets on Sunday, they will have to reclean the building to open on Monday.

That may not be feasible. Before you confirm the availability of your facility, have a plan in place for how you will do contact tracing and a pandemic safety policy.

Details are important. Have a thorough plan that shows your interest in not only protecting your congregation but the customers of the building you are renting.



Facility Signs

You will need visible reminders of your safety plan located throughout the facility. Highlight key points such as 6ft for physical distancing, use of a facemask upon entry, and please don't attend if you have any symptoms or fever. Consider signage for hand sanitizing stations.

Food and Drinks

Most churches at a minimum offer coffee as part of their gathered experience. This introduces an additional risk of transmission. Consider eliminating food and drink offerings during the pandemic. How will you communicate your decision? If you eliminate, consider adding a sign where coffee was served encouraging people to bring their own to lower the risk of transmission or to drink coffee at home.

After all, how are you going to drink coffee through your mask?

Communication Plan

You will need to develop a communication plan for reopening that addresses three specific audiences: Your Leadership, Your Congregation, and your Community. You will have multiple people communicating. As such it is best to have agreed upon talking points amongst leaders. This is hard work but necessary work to communicate with clarity and unity.

There should also be a progressive plan for communication. Leaders should hear it first, followed by the congregation, then the community.

We cannot over communicate enough that you can't over communicate. Remember, where there are gaps in communication, it is human nature to speculate. You want to communicate in a detailed way so as to leave as few gaps as possible. We cannot over communicate enough that you can't over communicate.

➤ **Best practice: Always provide vetted information from reliable sources.** Your local health department is a fantastic resource.

Communication should not only be tactical in nature addressing the details of how to reopen or gather for the first time, but should also focus on the vision of your church. You can both talk about the details of physical distancing while also communicating vision. A good communication plan will address both the head and the heart.

Stadia has created a Covid-19 Reopening Communication Plan Exercise to help lead pastors and leadership teams think through how best to communicate to their key audiences. (*See Worksheet 3: COVID-19 Reopening Communication Plan*)



NEXT STEPS

1. Implement a Contact Tracing Plan
2. Adopt a Pandemic Safety Policy that addresses: cleaning, physical distancing, temperature checks, PPE.
3. Confirm the availability of your rented/leased facility
4. Determine the capacity of your room implementing physical distancing protocols. Determine if additional service times will need to be added.
5. Secure signage needed to communicate key strategies.
6. Source needed PPE, touchless hand sanitizer stations, and touchless soap/paper towel dispensers (if you have a facility).



To help your church create a communication plan for reopening, use
Worksheet 3: Reopening Communication Plan

PHASE ONE

All activities during this phase must satisfy the **gating criteria**.

Churches can operate under **strict physical distancing protocols**. There is no guidance as to what exactly “strict” means. You will see that subsequent phases are equally vague. It is recommended that church leaders determine physical distancing protocols that they will implement throughout all three phases. Consistency will aid in communication and implementation.

Vulnerable individuals should continue to shelter in place. Churches should recommend this to their congregants. Groups should be no more than 10 where social distancing cannot be enforced.

PHASE ONE IMPLICATIONS

*For where two or three are gathered in
my name, there am I among them. -
Matthew 18:20*

Seating for Large Group Worship

Churches are allowed to gather publicly, but must observe physical distancing protocols. The natural inclination is to continue to arrange chairs in rows but with the appropriate social distancing similar to how the Air Force Academy conducted their graduation.



As you think through how to tackle social distancing in a public worship gathering, be mindful of the environment physical distancing creates. If you look at the picture above, it is not a welcoming environment. For those already feeling anxious, this type of environment is potentially unsettling and a distraction from worship.

There are also logistics to consider. How many chairs will you set up together? What if a large family comes and there aren't enough chairs in a group to seat them? How will you maintain physical distancing for communion? Offering?

A creative alternative could be to pivot towards using round tables with chairs similar to a banquet. Tables can be physically distanced appropriately. Large tables can be mixed with smaller tables and high tops for multiple configurations and group sizes. This creates a more welcoming environment. Communion can be placed at each table rather than passed. Offering baskets can be placed at each table.

Older Adults in Large Group Worship

During Phases 1 and 2, older adults are encouraged to shelter at home. It is recommended that your church leadership publicly communicate your desire for individuals to follow the guidelines. What will you do when older adults attend a large group gathering anyway? Do you provide a separate service exclusively for vulnerable adults similar to how grocery stores have adapted? If you do, are you encouraging individuals to defy public health recommendations?

Children and Youth Ministry

You cannot ask a child to physically distance themselves from others. They just aren't capable. Groups of 10 are allowable during phase 1 when social distancing cannot be observed. You could have children's classrooms opened but limit them to 8 children and 2 adults volunteers. What are the pros and cons of doing that? What does this communicate to your one?

Service Projects

Groups of 10 can be mobilized to do community service projects. Don't wait for Phase 1 to open. Talk to your community contacts now to determine where your church can help. Begin to mobilize teams. Service projects are a great environment for Christians to engage their unchurched friends. Rather than pairing up groups of 10 people from the church, find leaders that will recruit a group of 10 including several from outside the church. These types of environments provide great opportunities for spiritual conversations.

NEXT STEPS

1. Determine the capacity of your room implementing physical distancing protocols.
2. Work through the Exercise for Phase 2 Planning Above.
3. Design a Phase 1 Engagement Pathway.
4. Implement a Contact Tracing Plan
5. Adopt a Pandemic Safety Policy that addresses: cleaning, physical distancing, temperature checks, PPE.



To help your church plan for Phase One of reopening, use
*Worksheet 4 & 5: Exercise for Phase One Planning and
Engagement Pathways*



Other Ideas

Re-Open Ideas

- Backyard BBQs limited to 10 people. This is a great opportunity for congregants to get to know their neighbors.
- Sanitation Teams. As local businesses begin to reopen, there will be new requirements for sanitizing. Small businesses are already stretched thin financially. Consider providing sanitation teams to volunteer and help out.
- Send groups of 10 to area nursing homes and senior living centers. Have them stand outside and sing or talk to residents from a safe distance through their windows. Be sure to clear this with the facility first.

New Church Ideas

- Team meetings: Have smaller teams meet in homes. Teams can all tune in at the beginning for a group vision casting over Zoom or Facebook Live. Smaller teams can do similar activities to have shared experiences.
- Fundraiser: Dinner parties are back on! Invite up to 10 people to a meal cast vision for the importance of a new church during this crisis. Ask them to support you. Equip members of your team to do the same within their own circle of relationships.

PHASE TWO

All activities during this phase must satisfy the **gating criteria** a second time.

Churches can operate under **moderate physical distancing protocols**. Vulnerable individuals should continue to shelter in place. Churches should recommend this to their congregants. Groups should be no more than 50 where social distancing cannot be enforced.

PHASE 2 IMPLICATIONS

But Jesus called them to him, saying, "Let the children come to me, and do not hinder them, for to such belongs the kingdom of God." - Luke 18:16

The main difference between Phase 1 and 2 are the size of groups you can safely have without enforcing physical distancing. Phase 2 increases to a limit of 50 from the Phase 1 limit of 10.

Children and Youth Ministry

With a limit of 50, the majority of churches can reopen children's ministry

classrooms. Churches that leverage a large group gathering should adapt that element to ensure the limit of 50 is not surpassed.

You must also consider check in and check out. Frequently, you will see a large gathering of people in check in areas and/or in hallways before and after service. You may need to rethink how you do check in and check out. Lines that form should always ensure physical distancing. Visual cues on the floor or wall can help people know how to space each other in a line. A volunteer who oversees the flow of people can help ensure that physical distancing measures are being respected. You can leverage digital check in and check out as well. Parents can be notified by text when they can pick up their child to manage the flow of people.

Consider how grocery stores are approaching this. They have created limits for the number of people entering their stores at one time. They have created a shield for their checkout workers to provide them with protection. They have placed visual cues on the floor for checkout. What can you learn from grocery stores? What similar ideas should you implement in the church?



Comeback Events

A comeback event is an intentionally smaller event, typically held following a large community outreach. Imagine for a moment that your community is holding its annual wine and cheese festival. The church has a booth at the event where they interact with the community and gather contact info.

Those contacts are invited to a comeback event at a local wine bar where the church has reserved a room. Comeback events are a great chance to connect with people on a more personal level.

During Phase 2, larger outreach events/gatherings are exclusively in the digital space. The difference is that now comeback events can be digital, physical, or phygital.

NEXT STEPS

1. Work through the Exercise for Phase 2 Planning
2. Design a Phase 2 Engagement Pathway

Other Ideas

Re-Open Ideas

- Plan a block party! Invite only with RSVP to maintain a limit of 50 people.
- Host a ticketed event. Coordinate with a local band to host a ticketed fundraiser for Covid-19 relief. Stream it online to make it phygital.

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- Host a ticketed event. Coordinate with a local band to host a ticketed fundraiser for Covid-19 relief. Stream it online to make it phygital.
- Organize house churches. If you can't meet as a large group or have people that aren't comfortable with that yet, give them a house church option.

New Church Ideas

- Prayer Walks: There is a renewed interest and acceptance of prayer. Consider gathering your team and prayer walking an entire community. Live stream a prayer experience while you are doing it so others can connect online. Use sidewalk chalk to leave encouraging messages that you've been prayed for.
- Meet with your larger team again! Unless you are over 50 of course.
- Neighborhood events. Equip your launch team to throw neighborhood picnics (bring your own food) and block parties. Invest in a portable screen, speakers and projector for movie nights.



To help your church plan for Phase Two of reopening, use
*Worksheets 6 & 7: Exercise for Phase Two Planning and
Engagement Pathways*

PHASE THREE

All activities during this phase must satisfy the **gating criteria** a third time.

Churches can operate under limited physical distancing protocols.

Vulnerable individuals can resume public interactions, but should practice physical distancing, minimizing exposure to social settings where distancing may not be practical, unless precautionary measures are observed. Churches should recommend this to their congregants.

Groups should be no more than 50 where social distancing cannot be enforced.

PHASE THREE IMPLICATIONS

In all things I have shown you that by working hard in this way we must help the weak and remember the words of the Lord Jesus, how he himself said, 'It is more blessed to give than to receive. - Acts 20:35

The main difference between Phase 2 and Phase 3 is that now vulnerable individuals can join.

Senior Adult Gatherings

Our seniors will have suffered the longest from shelter at home. Gathering safely will be a huge priority.

NEXT STEPS

- Brainstorm ways to engage seniors and vulnerable individuals.
- Plan to re-communicate your strategies for safety. Remember, vulnerable individuals are joining for the first time.

Re-Open Ideas

- Celebrate your seniors. Do a throwback Sunday experience.

New Church Ideas

- Conduct vision parties for senior adults and vulnerable people. Focus on interaction. Empower your team to invite people from this group.



APPENDIX 1:

FRAMEWORK FOR REOPENING CHURCH ACTIVITIES DURING COVID-19

When assessing risk of direct transmission, we are asking the question, “How likely are people to cough, sneeze, or generate respiratory droplets toward others? How likely is direct hand contact? To decrease risk, we will increase distance between people, preferably to more than six feet. We will also consider the age groups involved in determining what activities to modify or cancel. The higher risk to those 60+ and those with chronic illnesses means we need to protect them from infection. [Credit for this framework goes to Christianity Today.](#)

Activity	How Transmission Could be Facilitated	Risk	Modifications to Reduce Risk	Options to Substitute	Specific Considerations
Worship Service	Transmission through proximity and touching the same surfaces	Moderate to High	Disinfect high contact areas before worship	Online Church	Recommend that the elderly and those with chronic illnesses follow CDC guidelines and not attend
Singing During Worship	A person singing generates respiratory droplets, which land on people close by	Moderate	Space out worshippers to six feet, keep family units together, use every other row for seating		
Greeting Time	Hand-shaking or hugging directly passes viruses from person to person	High	Don't shake hands or hug. Greet from a distance of 6 feet		
Printed Bulletin	People touch the bulletin to prepare it and hand it out	Moderate to High	The printed bulletin will be eliminated	Screen and/or online	
Offering	A person touching an offering plate with virus on it can get the virus on their hands	Moderate to High	Offering plates will be placed at the exit and collected when people leave	Encourage setting up online giving	
Communion	A person touching a communion plate with virus on it can get the virus on their hands	Moderate to High	Set up stations for people to receive communion		
Sunday School	People sit close to one another increasing the risk of transmission	Moderate to High	Hold Sunday School in the worship area as one class and spread out	Online	
Children's Classes	Children frequently touch the same objects and have lots of contact	High	Disinfect the room between use	Bring kids into the adult worship	Remind parents not to bring kids with even minor symptoms
Small Groups	People tend to be in close proximity	Moderate	Plan to sit around tables to lower risk. Skip meals. Keep group size smaller by starting new groups	Online	Groups with people over 60 are at higher risk as well as groups with children.
Youth Group	People sit close to one another and share a meal	Moderate to High	The meal will be eliminated	Online	
Shut-Ins	Transmission through proximity and community	Moderate	Hand sanitizer added to the shut in kit and keep a distance of six feet in the home		Volunteers are should be under 60. Shut-ins should be contacted prior to a visit to confirm

WORKSHEET 1:

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“Hear my cry, O God, listen to my prayer; from the end of the earth I call to you when my heart is faint.” - Psalm 61:1-2

“I cry aloud to God, aloud to God and he will hear me. In the day of my trouble I seek the Lord;” - Psalm 77:1-2

“How long, O Lord? Will you forget me forever? How long will you hide your face from me? How long must I take counsel in my soul and have sorrow in my heart all the day? How long shall my enemy be exalted over me? Consider and answer me, O Lord my God; light up my eyes, lest I sleep the sleep of death, lest my enemy say, “I have prevailed over him,” lest my foes rejoice because I am shaken. But I have trusted in your steadfast love; my heart shall rejoice in your salvation. I will sing to the LORD, because he has dealt bountifully with me. - Psalm 13



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Prayer through Worship

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A Prayer for Guidance

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WORKSHEET 2:

THE ONE

If you aren't familiar with the concept of "The One", we highly recommend you read the book [Intentional Churches](#). The One is a representation of the people that your church is uniquely called to reach. They are a person far from God who needs to know Jesus. As you make decisions about reopening public worship gatherings, you want to make those decisions with the One in mind. If your congregation is demanding you reopen but doing so would be a barrier to faith for your One, the decision is simple. So as you get started with this exercise, here are some questions to think through.

How is our One feeling as a result of Covid-19?

What fears and anxieties does our One have?

What did our One put their hope and security in before Covid-19? How have those proven to be false idols?

What will our One think about the church gathering in public?

Who are the key influencers for our One? What will they think about the church gathering in public?

Summarize your learnings. What's important not to forget as we plan?

WORKSHEET 3:

COVID-19 REOPENING COMMUNICATION PLAN

What Scriptures can we communicate that will help ease the fears, anxieties and worries of our audience? (for example Philippians 4:6, Psalms 102:2-3, James 1:5)

What is the vision we want to communicate with every message?



What statements can we draft ahead of time so they are written calmly and thoughtfully?

Ex. Canceling Services

What platforms for communication will we use?

What does our community need to know, feel and understand? Remember, our One is a part of this group. Who should the communication come from? Who are the key influencers in the community that can help?

What does our leadership need to know, feel and understand? Remember, others will follow their lead. Who should the communication come from? Who are the key influencers that can help?

What does our congregation need to know, feel and understand? Who should the communication come from? Who are the key influencers in the community that can help?

List every step that needs to happen. By when? Who will quarterback it?

[illegible]

WORKSHEET 4:

PHASE ONE PLANNING

***BE MINDFUL OF YOUR ONE AS YOU PLAN FOR PHASE ONE.**

Create a long list. In Phase 1, you can have groups of 10 that do not observe physical distancing. What becomes possible in Phase 1, that you couldn't do during shelter at home? Start with easy things. What did you do before that you can do again? Think about Sunday gatherings. Think about missional living. Think about discipleship environments. Think about kid's ministry.

Now get crazy. Think big and outside the box. What ideas are on the fringe? In the realm of research and development? Think through the categories of missional living, discipleship environments, large group gatherings. How can you live out your church values in groups of 10?

You are a leader of leaders. What would multiply the church?

Now Plot your ideas on an X - Y axis. X is Reward. Y is Risk. You can use a Risk-Reward Analysis Worksheet (See *Worksheet 8: Risk-Reward Analysis*). Don't forget to keep your One in mind.

Narrow it down. What are the 3-5 ideas you are going to implement in Phase 1? Be bold. Choose at least 1 pioneering idea.

Use the Framework for Planning Church Activities Document (see *Appendix 1: Framework for Planning Church Activities*) to guide your decisions.

List every step that needs to happen. By when? Who will quarterback it?

[illegible]

WORKSHEET 5:

ENGAGEMENT PATHWAYS

The Engagement Pathway is another concept from the [Intentional Churches](#) book. The goal is to make disciples that make disciples. To do that effectively you need to understand how each idea that you are seizing will move people towards Jesus and towards your church.

What are the baby steps your one can take? How does that baby step tie into the motivations of your One? For each idea, brainstorm a list of next steps that are so easy, they are hard not to take.

Don't leave them there. After that what's next? What leads them to a profession of faith?

What connects them to missional living?

What connects them to life-changing relationships?

How will you know where they are at on the Pathway?

List every step that needs to happen. By when? Who will quarterback it?

WHEN

NEXT STEP

WHO

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WORKSHEET 6:

PHASE TWO PLANNING

***BE MINDFUL OF YOUR ONE AS YOU PLAN FOR PHASE TWO.**

In Phase 2, you can have groups of 50 that do not observe physical distancing. What becomes possible in Phase 2, that you couldn't do phase 1?? Start with easy things. What did you do before that you can do again? Think about Sunday gatherings. Think about missional living. Think about discipleship environments. Think about kid's ministry.

Now get crazy. Think big and outside the box. What ideas are on the fringe? In the realm of research and development? Think through the categories of missional living, discipleship environments, large group gatherings. How can you live out your church values in groups of 50?

You are a leader of leaders. What would multiply the church?

Now Plot your ideas on an X - Y axis. X is Reward. Y is Risk. You can use a Risk-Reward Analysis Worksheet (See *Worksheet 8: Risk-Reward Analysis*). Don't forget to keep your One in mind.

Narrow it down. What are the 3-5 ideas you are going to implement in Phase 2? Be bold. Choose at least 1 pioneering idea.

Use the Framework for Planning Church Activities Document (see *Appendix 1: Framework for Planning Church Activities*) to guide your decisions.

List every step that needs to happen. By when? Who will quarterback it?

[illegible]

WORKSHEET 7:

ENGAGEMENT PATHWAYS

The Engagement Pathway is another concept from the [Intentional Churches](#) book. The goal is to make disciples that make disciples. To do that effectively you need to understand how each idea that you are seizing will move people towards Jesus and towards your church.

What are the baby steps your one can take? How does that baby step tie into the motivations of your One? For each idea, brainstorm a list of next steps that are so easy, they are hard not to take.

Don't leave them there. After that what's next? What leads them to a profession of faith?

What connects them to missional living?

What connects them to life-changing relationships?

How will you know where they are at on the Pathway?

List every step that needs to happen. By when? Who will quarterback it?

WHEN

NEXT STEP

WHO

<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>
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WORKSHEET 8: RISK-REWARD ANALYSIS

HIGH

↑

R I S K

↓

LOW

BAD IDEAS	PIONEERING IDEAS
1.	1.
2.	2.
3.	3.
4.	4.
5.	5.
6.	6.
7.	7.
8.	8.
9.	9.
SAFE IDEAS	BEST IDEAS
1.	1.
2.	2.
3.	3.
4.	4.
5.	5.
6.	6.
7.	7.
8.	8.
9.	9.

LOW

→

HIGH

REWARD