

Questions Every Leader Must Wrestle To Successfully Pivot.

The landscape is becoming cluttered with information on how to lead your church in the new normal. Unfortunately, the new normal is not only premature to predict, it will be substantially different for each of local church ministries in our district. Instead of directing you to a new book, or set of prepackaged programs, I want to offer to you a list of questions that I believe each ministry leader and leadership team must wrestle with prior to inviting people back to corporate worship. It is my intention in this document to ensure that our churches are discussing critical issues regarding vision, finance, staffing, volunteers, facility and your programs and worship services being offered.

Vision / Purpose

1. How do we get better at reaching and discipling a culture whose starting point is increasingly further from Biblical values?
2. How do we get better at reaching and discipling a culture whose time commitments are more demanding or distracting than ever?
3. What did we discover, during this time, that we liked, and we should not stop doing it?
4. What worked that we should do more of, and why do we think it worked? Unless we know that, we may be chasing the wrong thing.
5. How do we engage people daily, rather than thinking one or two days will get the job done?
6. What strategy must we develop to reach and disciple people who do not live in our geographical reach, but we are connected to them digitally, or do we attempt to connect them with churches in their area? Can our vision and strategies cover this?
7. What church is ahead of us, in knowing or doing something, that we feel we should be doing, and we can learn from them?

8. What should we avoid being pulled into, that doesn't need to be done, or doesn't need to be done by us? Every good idea does not have our name on it.
9. What partnerships or mentoring roles should we consider undertaking?
10. When/If this happens again, what do we want to be better and/or faster at doing?
11. Government leaders largely perceived the church as "non-essential." What can we do to change that perception?

Finances

1. If income goes down, longer term, where should we make cuts, so that we trim fat not meat? How do we respond if "views" are up but giving is down?

Staff

1. What staff changes need to be made — portfolios, positions, and headcount?

Volunteers

1. What instructions need to be given to our volunteers about how to accomplish their ministry responsibilities? Which programs need adjustment, which ones need wholesale change?
 - How will social distancing measures impact Greeters, Ushers, Parking lot attendants?
 - What role will media staff have from this point forward?
 - What steps will need to be taken by custodial staff to clean and sanitize the facility? How will that be communicated to the public?
 - Nursery workers, Sunday School teachers – what training and protocols will need to be set for children's ministry? How will this be communicated to parents?

Facility

1. What steps need to be taken to sanitize / sterilize your church building? How will we communicate that to the public?
2. What about continuing to provide coffee stations on campus?
3. What do we need to purchase, before we reopen, and why does that matter?

Programs and Worship Services

1. What ministry no longer needs to be given time or money, and where should we invest instead, that yields better results? If we stopped doing it for 8 weeks or more, and nothing negative resulted, we should evaluating its value.
2. What adjustments will be necessary for Communion and water baptisms?
 - What will need to be done with offering plates?
 - What about greeting times?
 - What about sharing microphones?
3. What new digital equipment should be investing in right now?
4. What time-wasters never need to come back?
5. How do we engage people online, so that we don't fool ourselves into believing the number of viewers is anything more significant than people who drive past our buildings on Sunday mornings?
6. For a while, if we are limited to a small number of people in a room, what changes do we need to make to keep ministering to the whole of our congregation?
7. What resource do we have that we can share?
8. Where do our missionaries need help that we can provide?