

## **QUESTIONS AND STRATEGIES RE: COVID CRISIS**

The sudden change in direction for our entire world in the last weeks has been head-spinning. It's easy to become distracted. But to lead TLC through the next several months, the TLC staff executive team must focus on some key questions and responsibilities.

### **Immediate practical questions re: COVID crisis**

1. How is the church body doing emotionally, physically, spiritually? How can we determine this? How can we meet needs? (calls, benevolence and pantry awareness, [tlc.org/prayer](http://tlc.org/prayer), /help)
2. How can we continue to improve our ministries to serve our congregation and to reach out to the community? (continually improve livestream services, online classes, ways we help the needy)
3. What is the financial condition of the church and extension ministries?
4. How long can we maintain the present pay strategy with staff?

Short term solutions to consider: volunteer pay cuts; org-wide mandated pay cuts; use of PPP loan if received; use of cash on hand

Longer-term solutions to consider: furloughs; layoffs

5. How will we decide to restart in-person church campus events/schools/camps? (Who will we listen to? How will we phase operations back to in-person gatherings? Who will be the gatekeeper?)
6. What mitigation policies and materials must be in place before we can restart in-person services/schools/camps? (Thermometers, sanitizer stations, coffee policy, numbers allowed in room together, etc.)
7. **How will this impact the college ministry center construction and use?**

### **Responsibilities of church staff leaders during COVID crisis**

- Prayer
- Inspiration & information (Leaders who lead! Hope agents!)
- Immediate programming adaption and implementation (i.e., weekend services, classes, small groups, youth groups)
- Pastoral care

### **Longer term discussions:**

- What (if anything) needs to change about how we were doing church?
  - Will we need different long-term strategies for staffing that would allow for more sustainability and better ministry to a changing environment?
  - What lessons have we learned? Where do we want to grow? (i.e., do we need a strategy for house churches—groups of 25-50 that we can pivot toward when large group gatherings are shut down? Do we need to invest more in the livestream or online experience?)
  - For the next phase of ministry, how can we best prepare:
    - Ourselves
    - Our facilities
    - Our staff
    - Our volunteers
    - Our congregation
    - Our worship environment
    - Our ministries
    - Our financial situation
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