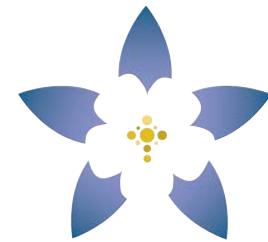




Seasonal Approach to Regathering

Imagining the Move from
“Stay-at-Home” to In-Person Gatherings



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“Forget the former things;
do not dwell on the past.
See, I am doing a new thing!
Now it springs up; do you
not perceive it? I am making
a way in the Wilderness and
streams in the wasteland”

Isaiah 43:18-19

Leadership Principles

COVID-19 virus is another example of how we live in a VUCA world

- Volatile,
- Uncertain
- Complex
- Ambiguous

In the VUCA world certainty is punished while clarity is rewarded.

Leadership responds to the VUCA world with...

- Vision
- Understanding
- Clarity
- Agility



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God's people dare not sit on the sidelines

We are looking at **four seasons** that will last **12-18 months total**. Seasons will not be same length. We will generally be about 14 days behind the Governor's phases.



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We dare not waste time

We are being molded
into a church that
meets a world
continuously in crisis

This means boldly proclaiming
the Good News of God in Jesus
Christ, his love, and his care.

Through out this
process and coming
years, we will be
required to manage
carefully financial and
human resources

This means getting
congregations to do ministry
and mission in this moment in
new ways.

All levels of Church
leadership need to
lead with...

knowledge and information to
help our people cope with the
changing nature of the phased
community approach our
health leaders will be taking.



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Benefits of a seasonal approach

Seasonal approach
provides a vision for

- Imagination about our new future as God's people
- Helps our people understand the reality of our situation with more clarity.
- Begins to put into place adaptive missional options that could be used long-term

COVID-19 is here to
stay for 18 months or
more (and the VUCA
world is our present
reality)

- Regathering is a flexible and moving target determined by dynamic/changing factors.
- Congregations may find local mitigation returns them to *stay-at-home* protocols



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SEASON I: STAYING AT HOME

CURRENT REALITY

Health Characteristics

- Widespread community spread of the virus.
- Lack of availability of vaccine, therapeutics, and counter measures.
- Lack of protective supplies for general public.

Church Protocols

- Virtual worship from homes.
- Limiting outreach ministries to safe protocols dedicated to essentials.
- No in-person pastoral visits.
- No one in church office.
- Model mask wearing.
- Community covenant.



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SEASON II: CONTINUING MITIGATION

Health Characteristics

- Waiting for a sustained reduction in cases for at least 14 days.
- Hospitals are safely able to treat all patients requiring inpatient care.
- The city/county/state is testing all people with COVID-19 symptoms.
- Able to conduct active monitoring of confirmed cases and their contacts.
- Governor and State Health Dept. will provide oversight and guidance.



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Church Protocols

- Church offices may open in spaces large enough for physical distancing.
- Smaller churches may worship in spaces large enough for physical distancing.
- Scaleable worship 10, 50, 100 – in virtual groups and in-house groups, or in spaces large enough for physical distancing.
- Continued virtual Morning Prayer perhaps with more leaders and small choir.
- In-person pastoral visits resume to low risk parishioners.
- Practice health safety protocols in guidelines.
- **Coordinate all plans with the Bishop's Office.**
- Outbreaks in virus will mean returning to previous protocols for 14 days.

SEASON III: LIFTING PHYSICAL DISTANCING, BUT WITH PROTECTIONS

Health Characteristics

- Negative community spread.
- Mass vaccination.
- Mass testing for virus and immunity.
- Lifting physical distancing.

Church Protocols

- Church offices opened.
- Worship in churches.
 - Continued virtual option provided.
 - Continued virtual meeting option provided.
 - Holy Eucharist may resume under new guidelines.
- Return to all outreach ministries.
- **Coordinate all plans with the Bishop's Office.**
- Outbreaks in virus will mean returning to previous protocols for 14 days.



SEASON IV: APPLYING WHAT WE HAVE LEARNED AND PREPARING FOR THE FUTURE

Together we are learning how to be better followers of Jesus and Beloved Community

- **Season IV is part of all the other seasons**
 - Capturing lessons learned will drive future actions as we build a new church together.
- **Future of the Episcopal Church in Colorado**
 - Build in platforms for livestreaming and uploading our worship services.
 - Platforms for gathering online.
 - Meetings and programs that are accessible online in real-time.
 - Be more agile and adaptable.
 - Better sense of interdependence and interconnectedness.

“No one sews a piece of unshrunk cloth on an old cloak; otherwise, the patch pulls away from it, the new from the old, and a worse tear is made. And no one puts new wine into old wineskins; otherwise, the wine will burst the skins, and the wine is lost, and so are the skins; but one puts new wine into fresh wineskins.
Mark 2:21-22



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Questions to consider with Bishop's Office

- What are the dynamics and demographics of your community?
- What is the best space to gather? Nave, parish hall, outside?
- How to enter and exit using one-way traffic and social distancing?
Can social events happen (coffee hour) with social distancing?
- How do we explain and maintain social distancing with children?
- How many services can you sustain on one Sunday or Saturday?
- Will services need reservation list and more logistical coordination?
Who does that?
- Season II transition: How do we protect the most vulnerable and those going out moving into Season III?
- How do we pastorally deal with people acting out or ignoring protocol? Creativity verses loopholes.
- How do we incorporate visitors?
- How do we do other sacraments and sacramental rites?



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