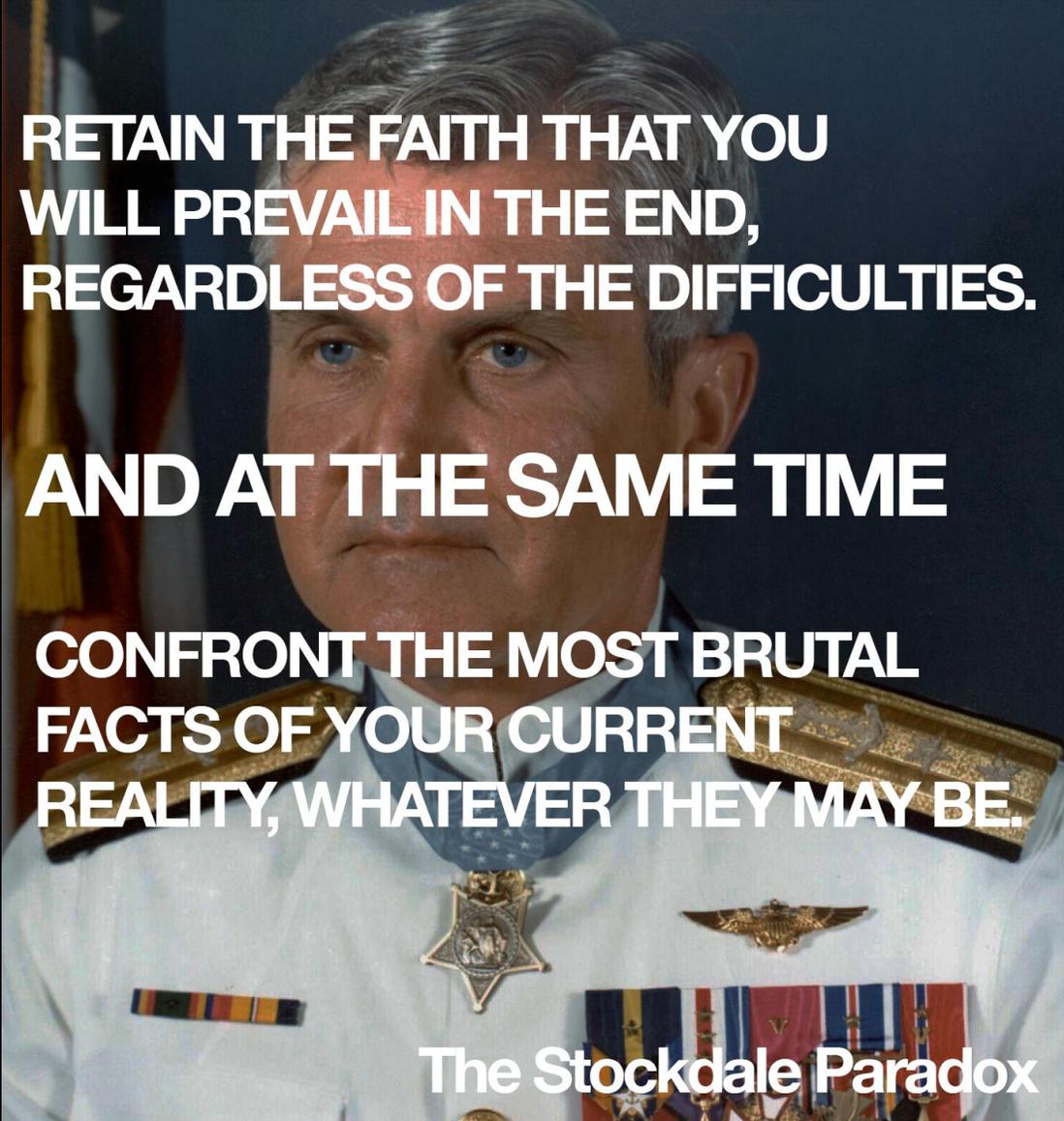




*North Star Church Network  
Pastors' Check-In*

May 13, 2020

Dr. Jim Baucom



**RETAIN THE FAITH THAT YOU  
WILL PREVAIL IN THE END,  
REGARDLESS OF THE DIFFICULTIES.**

**AND AT THE SAME TIME**

**CONFRONT THE MOST BRUTAL  
FACTS OF YOUR CURRENT  
REALITY, WHATEVER THEY MAY BE.**

**The Stockdale Paradox**





Atenville



Atenville



# *Five Guiding Maxims*

- 1) **Live** — We're always with you here and now.
- 2) **Relational** — We're together, no matter what.
- 3) **Excellent** — This isn't a snow day; we'll get it right.
- 4) **Creative** — We'll do the same things differently.
- 5) **Rhythm** — Hold fast to Whole Life Discipleship.



# Acts 1:6–11a NIV

<sup>6</sup>So when the apostles were with Jesus, they kept asking him, “Lord, has the time come for you to free Israel and restore our kingdom?” <sup>7</sup>He replied, “The Father alone has the authority to set those dates and times, and they are not for you to know. <sup>8</sup>But you will receive power when the Holy Spirit comes upon you. And you will be my witnesses, telling people about me everywhere—in Jerusalem, throughout Judea, in Samaria, and to the ends of the earth.” <sup>9</sup>After saying this, he was taken up into a cloud while they were watching, and they could no longer see him. <sup>10</sup>As they strained to see him rising into heaven, two white-robed men suddenly stood among them. <sup>11a</sup>“Men of Galilee,” they said, “why are you standing here staring into heaven?”



# The Crisis is causing ...

- 1) Disruption
- 2) Displacement
- 3) Destruction

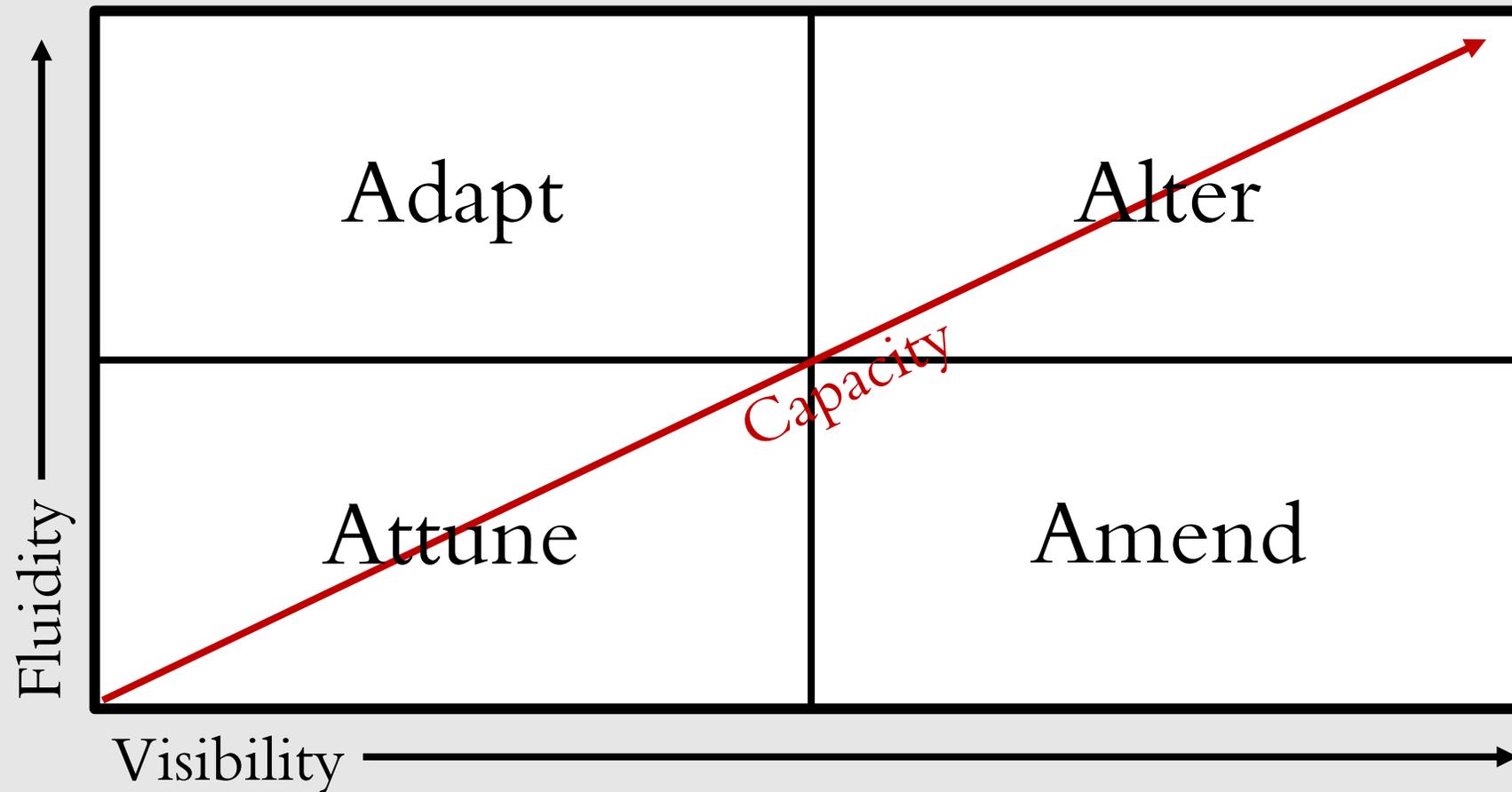
# *The “New Normal”*

- The crisis is accelerating pre-existing trends, including movement online, teleworking, etc.
- There will be no sense of “normalcy” until there is a widely available vaccine.
- Whenever we go back, we will not turn on a switch and be back where we were before.
- The reopening of society, business, etc. will happen in rolling phases.
- We don’t yet know if there will be other waves of contagion, but that’s probable.
- Some things will be changed “forever” and others will be gone “forever.”
- Church, pre-school, etc. will not look the same, but we don’t yet know the extent of the change.
- The game has changed for now from catalyzing to pivoting.

# When visibility is low ...

- 1) Learn
- 2) Enlighten
- 3) Adapt
- 4) Demonstrate

# Visibility, Fluidity, & Capacity



# *Contingency Planning*

- 1) Assess Risks
- 2) Identify Scenarios
- 3) Define Triggers
- 4) Plan Response
- 5) Assign Implementation

# *Risk Assessment*

- 1) Identify all Critical Operations
- 2) Identify Threats to Each Operation
- 3) Identify Impacts of Disruption
- 4) Chart Impacts
- 5) Assess Cumulative Risk

# *Reopening Risks*

1. Any interim plan that divides the church family into smaller groups for worship will inevitably undermine both the church's egalitarian ideal and sense of shared experience.
2. Those most eager and likely to return may well be those most at risk, since "builders" feel compelled to support whatever their church is doing.
3. Any hybrid or segmented approach will put significantly more pressure on a staff that is already taxed maintaining a virtual church.
4. Either remaining closed, remaining partially closed, or reopening will highlight and aggravate social and political polarizations.

# *Reopening Risks*

5. Reopening with a depleted volunteer base (by either fear or physical reality) will significantly impact our capacity to do children's and preschool ministries well, especially when social distancing is still in play.
6. Reopening will put staff and leaders into enforcement postures, since masks and caution will be necessary for some time.
7. Even if we are able to distance limited groups in large rooms, choke-points of entry and egress, bathrooms, and other common spaces would make effective distancing nearly impossible.

# *Reopening Risks*

8. In any hybrid approach, the quality of both the live and produced experiences would likely suffer, and what has been acceptable in the past (voyeur live services) would unlikely feel acceptable to virtual audiences.
9. As eager as our church community is to return, the surrounding community is far less likely to appreciate our reopening ("full" parking lots), so optics would be a significant problem.
10. Creating a welcoming community would be a significant challenge, since everything from greeters to coffee stations would be complicated if not impossible.

# *Reopening Risks*

11. Visitors would pose a significant challenge, since regulars would likely be leery of them and we would have no social contract with them to mitigate complications of gathering.
12. We would always be one death away from social (if not physical) liability.
13. There is the possibility that an epidemic spike could result from our gatherings.

# 'I would do anything for a do-over': Calgary church hopes others learn from their tragic COVID-19 experience



# *Keys to Reopening*

- 1) **Survey** your people.
- 2) **Set** your peoples' expectations.
- 3) **Stage** your reopening.
- 4) **Surround** yourself with others.
- 5) **Shift** without drama as needed.