

ON BEING FAITHFUL

GUIDELINES IN THIS SEASON OF COVID-19:

*“WILL YOU SEEK AND SERVE CHRIST IN ALL
PERSONS, LOVING YOUR NEIGHBOR AS
YOURSELF?”*

-THE BAPTISMAL COVENANT, THE BOOK OF COMMON PRAYER

LEADERSHIP PRINCIPLES

- The COVID-19 novel virus is another example of how we live in a VUCA world
 - ★ Volatile, Uncertain, Complex and Ambiguous
- In the VUCA age while certainty cannot be assured, clarity offers direction into the future.
- Leadership responds to the VUCA world with
 - ★ Vision
 - ★ Understanding
 - ★ Clarity
 - ★ Agility

THIS IS A MOST IMPORTANT MOMENT

- **We are looking at a number of seasons that may last 12-18 months**
 - ★ We cannot waste this moment to learn how to be God's hands at work in the world
 - ★ God and God's Church has something to offer people in this moment.
 - ★ We shall use the time wisely to learn new mission skills for our work in the future.

- **We are being molded into a Church that meets a world in constant flux and often, as at a time like this, in crisis**
 - ★ with the Good News of God in Christ Jesus, his love, and his care.
- **Throughout this process and in the coming years, we shall be required to carefully manage financial and human resources**
 - ★ this means getting congregations to do ministry and mission in this moment
- **Bishops, clergy, and lay leaders of congregations need to lead with**
 - ★ knowledge and information so as to help our congregations and people cope with the changing nature of the phased community approach our health leaders will be taking and the implications for our financial health.

ANTIFRAGILITY

- **Like many organisms, the Church will be strengthened by strain and stress, and we shall re-emerge, re-gather, as a re-imagined community.**
 - ★ The Bishop's staff and congregations can help lead our communities through a pandemic or any emergent crisis.
 - ★ We can play our part in defeating this particular viral outbreak of COVID-19.
 - ★ Such leadership and adaptation now will be seeds to future mission success.

CERTAINTY VS CLARITY

- **We have grasped at certainty in believing there was one date in a few weeks when we could all come together**
 - ★ We of course have found that this date is a moving target
 - ★ This erodes trust in our leadership communication
 - ★ This erodes a willingness to follow leadership direction
- **Clarity reveals a Seasons approach that is warranted**
 - ★ **We adapted:** Large gatherings have been canceled, then gatherings under several hundred, then under 50, then under 10, then into *stay at home protocols*.
 - ★ All major protocols (ERD, Johns Hopkins, CDC, Imperial College of London, WHO, and American Enterprise Institute) speak about a phase/seasons approach
 - ★ Listening carefully, we hear government, economic, and health leaders in conversation about a phased/seasons approach

BENEFITS OF A SEASONS APPROACH

- **Provides a vision for**
 - ★ Imagination about our future
 - ★ Helps our people understand the reality of our situation
 - ★ Begins to put into place clear guidelines for each season
 - ★ Creates agility across regions of the diocese and contexts
- **The VUCA world is our present reality, and the Virus is here to stay until we have therapies/vaccines**
 - ★ Congregations may find that local circumstances return them to *stay at home* protocols

SEASON I: COMMUNITY CONDITIONS

- ★ Widespread community spread of the virus
- ★ Overtaxed health system; lack of testing and tracing
- ★ Short medical supply
- ★ Lack of availability of vaccine, therapies, and counter-measures
- ★ Lack of protective supplies for general public

SEASON I: CHURCH REQUIREMENTS

- ★ Buildings (churches, schools, church offices) are closed.
- ★ Congregations are doing online worship.
- ★ Online bible studies and group ministry online.
- ★ Limiting service ministries to safe protocols dedicated to essentials.

SEASON II: COMMUNITY CONDITIONS

- ★ A sustained reduction in new local cases for at least 14 days
- ★ Local hospitals are safely able to treat all patients without resorting to crisis standards of care
- ★ Everyone with COVID-19 symptoms can be tested
- ★ Contact tracing and active monitoring are in place
- ★ Systems are in place for targeted quarantines as needed

SEASON II: CHURCH REQUIREMENTS

- ★ Church offices may open in spaces large enough for physical distancing for essential operations
- ★ Church buildings open
- ★ Limited attendance, with reservations required
- ★ Six foot physical distancing; Face masks required; Temperature checks before entry
- ★ No congregational or choral singing
- ★ No in-person coffee hour or meals
- ★ Scale-able worship 10, 50, 100 – in virtual groups and in-house groups, or in spaces large enough for physical distancing with approval of bishop.
- ★ Continued online worship; adult/youth formation remain online
- ★ Self-quarantine after air travel

SEASON III: COMMUNITY CONDITIONS

- ★ No community spread of the virus
- ★ Mass national vaccination
- ★ Mass therapeutic availability
- ★ Mass testing for virus and immunity
- ★ Lifting physical distancing
- ★ Global vaccination (protection from visitors)

SEASON III: CHURCH REQUIREMENTS

- ★ Resumption of sustainable normal activities with a new awareness of our connections and vulnerabilities
- ★ Many activities remain available online (worship, formation, meetings) to allow those who cannot join in person to participate

SEASON IV: APPLICATION OF LEARNINGS & FUTURE PREPARATION

- **Season IV is actually part of all the other phases**
- **In a VUCA environment we need to prepare for future disruptions**
- **We are already learning from this event as a Church**
- **It is not too soon to**
 - ★ Build in platforms for livestreaming and uploading our worship services
 - ★ Platforms for gathering online
 - ★ Continue to create meetings and programs that are accessible online in real-time

***God calls us to act with courage and faith
even with our doubts and in our worst
moments.***

Nothing can separate us from the love of God.

Romans 8:38-39