

1 **Faith Presbyterian Church COVID-19 Guidelines**
2 **A PRACTICAL GUIDE & APPROACH**



3
4 **PRAYER:**

5
6 *We pray for a spirit of discernment, for wisdom, and patience.*

7 *We pray for researchers and medical professionals; for the planners; for the ill and*
8 *recovering; for those grieving and struggling with the weightiness of these times.*

9 *We pray for the watchers and wonderers, and all those who wait upon the Lord.*

10 *May the Holy One, our Advent Hope, Good Teacher and Resurrection Truth, guide your*
11 *decisions. Amen.*

12 – Wisconsin Council of Churches

13

14 **INTRODUCTION:**

15

16 “We are a church in transition changing each and every day, truly reforming to
17 keep up with contextual realities of our day.”

18

19 *The Rev. Dr. J. Herbert Nelson, II,*
20 *Stated Clerk of the General Assembly of the PC(USA)*

21

22 This document is purely an adaptation of valuable documents gathered. This is not to be
23 use as a medical or scientific guide to address the continuing threat of COVID-19 that is
24 still imminent. This is a result of planning, meeting, consultation, and reading relevant
25 material provided for us from the Theological - Practical (PCUSA and the Wisconsin
26 Council of Churches) to the scientific research documents available from the US Center
27 for Disease Control (CDC). These are compilation of protocols, rules, regulations, and
28 guidelines as minimum standards for re-opening.

29

30 This resource includes:

- 31 • PC(USA) constitutional considerations
- 32 • General considerations for returning to public worship
- 33 • Specific guidelines organized around the order of worship
- 34 • A provisional timeline for resuming public worship
- 35 • Links to additional resources

36

37 **PRESBYTERIAN CHURCH (USA): Constitutional Considerations**

38

39 “The congregation is the church engaged in the mission of God in its particular context.”
40 So begins the Form of Government of the Book of Order (G-1.0101). “The members of a

41 congregation put themselves under the leadership of the session and the higher councils
42 (presbytery, synod, and General Assembly). ***The session is responsible to guide and***
43 ***govern the life of the congregation” (G-1.0103). The session has responsibility for***
44 ***governing the congregation and guiding its witness to the sovereign activity of God in***
45 ***the world, so that the congregation is and becomes a community of faith, hope, love,***
46 ***and witness. As it leads and guides the witness of the congregation, the session shall***
47 ***keep before it the marks of the Church [F1.0302],*** the notes by which Presbyterian and
48 Reformed congregations have identified themselves throughout history [F-1.0303], and
49 the six Great Ends of the Church [F-1.0304 and G-3.0201]. The duties of the session are
50 organized using the notes of the Reformed church in our own time as; *Provide that the*
51 *Word of God may be truly preached and heard. Provide that the Sacraments may be rightly*
52 *administered and received. Nurture the covenant community of disciples of Christ.*
53

54 **GENERAL CONSIDERATION:** (Returning to Public Worship)

55 A. Increased Hygiene

56 Keeping the church clean and safe is part of our stewardship for the gifts of God and our
57 care for the body of Christ. Honor those who carry out this important ministry with
58 abundant gratitude and, if employees of the church, fair compensation for their additional
59 efforts.

- 61 • *Rearrange gathering, passage, and seating spaces in a way that allows for physical*
62 *distancing to continue (although households may group more closely together).*
- 63 • *Provide hand sanitizer and/or hand-washing stations in convenient, accessible places.*
- 64 • *Reducing the use of Hymnals, Bibles and Bulletin, to temporarily eliminate contact with*
65 *printed worship aids and books.*
- 66 • *Use worship aids like projectors and video camera use for recording/live streaming virtual*
67 *service.*
- 68 • *Clean high touch surfaces regularly and frequently, after each service of worship or other*
69 *public event.*

71 B. Physical Distancing

72
73 When Moses encounters the Lord at the burning bush, a voice from the flame commands
74 him: “Come no closer!” (Exod. 3:5). Keeping a safe distance will be an important part of
75 how we approach God and one another as we return to public worship.

- 77 • *Worshipers are to observe physical distance of six feet or more from each other inside*
78 *the sanctuary.*

79 • *Occupy only designated pews, and seating spaces that will facilitate distancing and*
80 *reduce crowding.*

81 • *Observing a time and coordination for gathering and sending to minimizes close contact*

82

83 C. What to Wear

84

85 “Above all, clothe yourselves in love, which binds everything together in perfect
86 harmony” (Colossians 3:14). Leaders in the early church used the baptismal imagery of
87 being clothed in a new garment—the righteousness of Christ—as a metaphor for Christian
88 life.

89

90 D. Best healthy hygiene practices (CDC - COVID-19)

91 • *Social distancing (specifically, staying 6 feet away from others when you must go*
92 *into a shared space)*

93 • *Frequently washing hands or use alcohol-based (at least 60% alcohol) hand*
94 *sanitizer when soap and water are not available*

95 • *Wearing cloth face coverings*

96 • *Avoiding touching eyes, nose, and mouth*

97 • *Stay home if you are sick. (Fever of 100.4 and over)*

98 • *Avoid close contact with people who are sick.*

99 • *Cleaning and disinfecting frequently touched objects and surfaces*

100 • *Worship leaders may need to wear facemasks or a protective face shield or use a*
101 *shield in front of a podium while leading worship service to reduce the risk of*
102 *contagion by blocking airborne agents of infection.*

103

104 E. Communication

105

106 Over and over, the scriptures demonstrate the creative and redemptive power of God’s
107 Word. As those called to proclaim God’s life-giving Word, we must use our words in ways
108 that honor and preserve life and communicate God’s love for all.

109

110 • *We will use email, websites, and social media to communicate expectations for those*
111 *who may plan to attend worship (staying home if sick, physical distancing, washing hands,*
112 *wearing masks, etc.).*

113 • *Ask people not to attend public worship if they are feeling ill, think they may have been*
114 *exposed to the coronavirus, have compromised immune systems, or are at high risk of*
115 *exposing others.*

116 • *We will use signage describing church policies and best practices for hygiene.*

117

118

119 **SPECIFIC GUIDELINES:** (Organized around the Order of Worship)

120

121 A. Sacraments: (Building Up the Body)

122

123 Even through the time of pandemic, God has continued “to equip the saints for the work
124 of ministry, for building up the body of Christ” (Eph. 4:12), providing and preparing
125 persons for discipleship and service in Jesus’ name.

126

127 **BAPTISM:** (New Being in Christ)

128

129 Through the sacrament of Baptism, new members are welcomed into the body of Christ
130 and community of faith, beginning the lifelong journey of discipleship that is each
131 Christian’s vocation. When it is safe and appropriate for a portion of the congregation to
132 gather, it will be important to celebrate these events in public worship.

133

134 • *When baptism must be delayed, catechumenal preparation for baptism (whether for*
135 *new believers or for the parents of young children) may continue through online resources*
136 *and conversations.*

137 • *When baptisms must take place in the context of a smaller subset of the congregation*
138 *for reasons of public health and safety, we will find ways for the larger church to bear*
139 *witness to the event, show their support, and offer their prayer and welcome.*

140

141 **COMMUNION:** (The Joyful Feast with Christ)

142

143 The Eucharist or Lord’s Supper is, among other things, an eschatological banquet of
144 thanksgiving for God’s saving works, God’s victory over death (Isa. 25, Rev. 7). It is a
145 communal meal of the covenant people of God, gathered as the living body of the risen
146 Christ. It is part of our ongoing participation in the dying and rising of our Savior Jesus as
147 we await his glorious return and the consummation of his holy reign. It is our regular
148 nourishment in the grace of Christ, the love of God, and the communion of the Spirit.

149

150 How can we remember and celebrate the many facets of this joyful feast as we return to
151 worship, while being careful to preserve the health of each member of Christ’s body?

152

153 • *Communion is an especially risky activity at in-person worship because of the nature of*
154 *eating and drinking, with the necessity of contacting multiple surfaces or objects and*
155 *touching the mouth. This element of worship for now will be scheduled once in a*
156 *“Quarterly” (3rd and 4th quarters of the year).*

- 157 • *We will conduct the service of communion in a way that allows for physical distancing*
158 *and reduces close contact. There will be no “Intinction” OR “Serving in the pew” to*
159 *reinforce physical distancing and the possibility of contamination of the elements.*
160 • *The elements will be provided in advance to all worshipers before they walk into the*
161 *worship space. A factory sealed container with the bread and cup will be available at the*
162 *welcome center.*
163 • *“Eucharist” means “thanksgiving.” Make room in the eucharistic liturgy to give thanks*
164 *for health care providers, emergency personnel, service-industry workers, teachers, public*
165 *safety officers, and others who have offered Christ’s compassion, wisdom, healing, and*
166 *service in this time of pandemic.*
167 • *Encourage people to take their time and exercise patience throughout the service of*
168 *communion. Reassuring worshipers that they may also refrain from receiving communion*
169 *in good conscience and without judgment.*
170 • *Take advantage of the provision for the extended serving of the communion of the*
171 *church (Book of Order, W-3.0414) as a way to bridge between public worship and*
172 *homebound or hospitalized members, insofar as it is safe and appropriate to do so.*

173

174 B. Weddings and Funerals

175

176 Weddings and funerals, as important passages in human life, are ripples of our baptismal
177 life together in the body of Christ. The promises that we make in Christian marriage are
178 rooted in the vows of our baptismal covenant and sustained by the steadfast love and
179 faithfulness of God.

180

181 The Christian funeral is said to mark the “completion of our baptism,” as this service of
182 witness to the resurrection is a culmination of the baptismal pattern of dying and rising
183 in Christ (see Rom. 6:3–11). As long as physical distancing guidelines are in place,
184 weddings and funerals are likely to be smaller gatherings, attended by a handful of loved
185 ones. At such a time, it is all the more important to teach about the baptismal connections
186 of these events, recognize them in the public and online worship of the community of the
187 baptized, and surround them with the prayers of the faithful.

188

- 189 • *Keep a careful record of smaller weddings and funerals so they may be celebrated and*
190 *remembered when it safe to hold larger gatherings, perhaps on the first anniversary of an*
191 *event or at combined services.*
192 • *The “marriage” element of the wedding service—vows, exchange of symbols, prayers,*
193 *announcement, and peace—might be excerpted as smaller rite for close friends and/or*
194 *family when it is not possible to hold a larger gathering.*

- 195 • Similarly, the “committal” element of the funeral liturgy may be used as a standalone
196 service with a small gathering of loved ones, holding the full service of witness to the
197 resurrection when it is safe and appropriate for a larger gathering of the community.
198 • When the church gathers in person and/or online on the Sunday following a wedding or
199 funeral, acknowledge these events between the sermon and the prayers of intercession
200 (see W-3.0308), then mention them among the petitions that follow.
201 • Find options for weddings (pp. 687–728) and funerals (pp. 769–824) in the 2018 Book of
202 Common Worship, including the reaffirmation of marriage vows (pp. 708–10), the
203 committal (pp. 795–8), and a service for comforting the bereaved (pp. 778–9).

204

205 C. Offering Our Gifts

206

207 Every service of Christian worship is an opportunity for self-offering, a sign of our
208 gratitude for God’s own self-offering in Jesus Christ. With the additional financial
209 pressures and hardships of this time—both personal and institutional—it is all the more
210 important to share our gifts, be good stewards of God’s resources, and help those in need.
211 Consider the example of the earliest Christians, who “had all things in common [and]
212 would sell their possessions and goods and distribute the proceeds to all, as any had
213 need” (Acts 2:44–45). Or consider the ministry of Jesus, who found ways to feed
214 multitudes with a few simple gifts.

215

- 216 • In addition to regular tithes and offerings, provide direct assistance to those who have
217 been most acutely impacted by the financial implications of the pandemic.
218 • We would like to promote our safe electronic contributions, particularly for the sake of
219 those who are worshiping at home or joining the congregation’s worship from a distance
220 through online services. For those who may have difficulty doing on-line giving. You may
221 also mail checks to the church.
222 • Baskets for the offering will be available at the Welcome Center to avoid the need for
223 passing plates.

224

225 D. Provisional Practices, Fresh Insights, and New Habits

226

227 The emergency nature of the pandemic has led to a time for experimentation in many
228 communities of faith such as our church. There will be some practices that may have been
229 appropriate for a time, but now need to be reconsidered, revised, or relinquished. During
230 these difficult conversations, transitions, and decisions, there may be the need to suspend
231 judgment and extend grace. We encourage all to please, do not jump to conclusions or
232 be too quick to condemn.

233

234 At the same time, there will be other things we have learned that we want to continue,
235 adapt, or even expand as we return from this time of wilderness or exile. Do not forget
236 these important things that come to us in such a time like this are insights and signs of a
237 new thing God is doing among us.

238
239 As we (congregation and members) transition to a semblance of familiar patterns of life
240 and worship—or establish new ones in response to changed circumstance. It is important
241 to think carefully about who we are as we respond to the emerging needs of the time.
242 This moment of transition and or reentry presents a chance to nurture new habits of
243 Christian faith, life, and worship. This is a period for intentional reflection and deliberate
244 action.

245
246 E. Provisional timeline for resuming public worship

247
248 Acknowledging this is not a one-size-fits-all document, and our sessions have made
249 decisions based on the latest COVID-19 developments and local circumstances. The
250 primary concern of this document is to provide resources to help our church think
251 theologically and pastorally as we continue to make transitional guidelines in the
252 unprecedented times of COVID-19. decisions. So, we prayerfully discern and continue to
253 be the church, the body of Christ, in this complicated time as decisions are being made,
254 even as information and understanding about the coronavirus is changing all the time.

255
256 “As we move through these challenging times, we must seek the mind of Christ, stay
257 connected, care for each member and honor the gifts of all...”

258
259 The Rev. Dr. David Gambrell, associate for worship
260 PCUSA Office of Theology and Worship

261
262 **PHASE ONE** (Time of Discernment/Virtual discussion)

- 263
264
- 265 ● Start conversation how to strategically Transition the church
 - 266 ● Discussion 24 Practical Question to ask
 - 267 ● Continue holding online worship services only.
 - 268 ● Recording in the sanctuary, while maintaining at least 6 ft of space between
269 people - greater distance between those who are singing.
 - 270 ● Keep office functions as limited as possible to ensure essential operations.
271 Upholding the Stay Home - Work Safe policy.
 - 272 ● Continue to check high risk members of the church (people over 60 and those with
273 underlying conditions), are encouraged to continue to shelter in place.

274 **PHASE TWO** (Planning)

275

- 276 • The shift from Phase One to Phase Two is based on a re-evaluation of the situation
- 277 using the criteria set by the CDC, County and the Scientific community who are
- 278 making valuable assessment on a weekly basis of the development of the virus
- 279 particularly in the Southeast area of Harris County. The days of incubation since
- 280 the reopening of the State of Texas is still forthcoming. And will continue to
- 281 observe and expect several weeks of improving conditions to pass before this shift.
- 282 • We are now in the determining stage of studying the area of concerns
- 283 (development of the virus) as we make recommendations to start transition the
- 284 church to a Worship, Only strategy.
- 285 • Churches over 100 average worship attendance recommend with precautions and
- 286 common sense to hold worship services in their sanctuary to a capacity of 25%
- 287 only. Online worship is highly recommended.
- 288 • Smaller churches averaging under 50 consider holding in person worship but make
- 289 sure their space is large enough to allow for social distancing. Have a contingency
- 290 plan for overflows beyond the approved number of people.

291

292 General recommendations for worship:

293

- 294 • We recommend continuing worship online.
- 295 • We have signed up an account with Zoom (virtual meetings and all) and Vimeo (On-
- 296 Line service platform)
- 297 • We have consulted with our ecclesiastical and denominational leaders who have
- 298 provided materials for us to use as part of the protocols and procedures provided
- 299 by the CDC, Wisconsin Council of Churches and other common communion
- 300 churches in the US and around the world.
- 301 • Created a committee who will do a basic assessment of what needs to be done and
- 302 will recommend a basic Transitional Protocol and Procedure for the church.
- 303 • Offer opportunities for Bible studies and small groups online using the zoom
- 304 account of the church. Training for facilitators will be conducted.
- 305 • There is a continues cleaning and sanitizing in the offices, restrooms and the
- 306 sanctuary paying attention to high-touch surfaces like doorknobs and tables.
- 307 • Choosing Strategic spots to put up signage in the church regarding Best Health
- 308 Practices and Self-assessment indicating symptoms and urging people to stay
- 309 home/seek medical attention if they have symptoms. Recommended by the CDC.
- 310 • Checking and making inventories of church stock of tissue, soap, hand sanitizer and
- 311 disposable paper towels for drying hands.
- 312 • Start making some articles using the newsletter of the church which is part of the
- 313 communication plan as we slowly transition the church.

- 314 • Continue to check high risk members of the church (people over 60 and those with
315 underlying conditions), are encouraged to continue to shelter in place.

316

317 **PHASE THREE** (Preparation and Monitoring)

318

319 The shift from Phase Two to Phase Three is based on a re-evaluation of the situation using
320 the criteria set up by the CDC, County and the City. Expecting changes in the conditions
321 within the city – southeast county and the state. This is the Second and Third Phase of the
322 Open Texas plan of the Governor. It is possible that conditions will improve OR will not
323 improve, because we are dealing with an under-research virus so there will be significant
324 changes or twist in the way our government will be handling this pandemic. In any case,
325 physical distancing, testing, and upholding Best Health Practices are strongly
326 recommended if not be tightened. Progress will not necessarily be linear. You can help by
327 encouraging careful hygiene, following of the physical/social distancing
328 recommendations, encouraging people to stay at home if they have any
329 symptoms of illness, and high-risk members of the church (people over 60 and those with
330 underlying conditions), should continue to shelter in place during Phase Three.
331 Hospitals and care facilities are recommended to continue limiting visitors. This has
332 implications for pastoral care.

333

- 334 • Put in place Procedure and Protocols
335 • Worship Only Strategy
336 • Consultation with committee particularly worship and Christian Education
337 • Watch for public health recommendations and continue to consult ecclesiastical
338 authorities.
339 • Session will need to make discussion and adjustments to the documents that will
340 need to be shared and disseminated to the general membership
341 • Church Leadership will continue to closely monitor recommendations from the
342 CDC and public health officials and offer updates.
343 • Send out Survey Monkey to members

344

345 **PHASE FOUR** (Re-Opening of the Sanctuary – Pentecost Sunday May 31, 2020)

346

347 The shift from Phase Three to Phase Four is based on a re-evaluation of the situation using
348 the criteria set up by the CDC, County and the City. Expecting changes in the conditions
349 within the city – southeast county and the state. This is the Governor’s Third Phase of the
350 Open Texas plan. It is possible that conditions will improve OR will not improve, so there
351 will be significant changes or twist in the way our government will be handling this
352 pandemic. In any case, physical distancing, testing, and upholding Best Health Practices
353 are strongly recommended if not be tightened. You can help by encouraging careful

354 hygiene, following of the physical/social distancing recommendations, encouraging
355 people to stay at home if they have any symptoms of illness, and high-risk members of
356 the church (people over 60 and those with underlying conditions), should continue to
357 shelter in place during Phase Three.

358
359 Hospitals and care facilities are recommended to continue limiting visitors. This has
360 implications for pastoral care.

- 361
- 362 • We have investigated the issue of Singing among the riskier behaviors when it
363 comes to spreading droplets/aerosols which can carry the virus a significant
364 distance and remain suspended in the air. There is a strong recommendation
365 backed up by strong study/researched that singing in the sanctuary is not
366 recommended when the congregation is gathered.
 - 367 • Study recommends considering removing Hymnals, Bulletin and Bibles during
368 worship.
 - 369 • Distancing: Have people spread out in sanctuary space with one family unit per
370 pew; keep empty pews between families.
 - 371 • We recommend putting on hold all face to face fellowship/coffee hour.
 - 372 • Continue encouraging people to leave the building rather than mingling.
 - 373 • Wear cloth face masks while at church and in community ministry, is
374 recommended while inside the church
 - 375 • Consider continuing to offer multiple services, as people may want to spread out.
- 376

377 **Decision to Transition the church in opening the sanctuary limited to Worship Strategy**
378 **Only**". On-line or Virtual Service will still be offered to all the members so that they will
379 have several options to consider meeting their level of comfort and safety practices.

380
381 **Teach and reinforce healthy hygiene practices. Train staff and volunteers on healthy**
382 **hygiene practices.**

383
384 Communicate the importance of healthy hygiene practices with members and visitors.
385 Ensure handwashing strategies include washing with soap and water for at least 20
386 seconds, especially after going to the bathroom; before eating; and after blowing your
387 nose, coughing, or sneezing. If soap and water are not available and hands are not visibly
388 dirty, use an alcohol-based hand sanitizer that contains at least 70% alcohol.

389 CDC offers several free handwashing resources that include health promotion materials,
390 information on proper handwashing technique, and tips for families to help children
391 develop good handwashing habits. Consider hanging signs in bathrooms as an extra
392 reminder.

393

394 Ensure adequate supplies (e.g., soap, paper towels, hand sanitizer, tissue) to support
395 healthy hygiene practices.

396

397 **Intensify cleaning and disinfection efforts.**

398

399 Routinely (at least once per day, if possible) clean and disinfect surfaces and objects that
400 are frequently touched. This may include cleaning objects/surfaces not ordinarily cleaned
401 daily (e.g., doorknobs, light switches, classroom sink handles, countertops). For
402 disinfection, most common EPA-registered household disinfectants should be effective.
403 Follow the manufacturer’s instructions for all cleaning and disinfection products (e.g.,
404 concentration, application method and contact time, etc.). Provide EPA-registered
405 disposable wipes so that commonly used surfaces (e.g., keyboards, desks, remote
406 controls) can be wiped down. Ensure adequate cleaning and disinfection supplies.

407

408 **Require sick staff and volunteers to stay home.**

409

410 Require staff to stay home when sick, even without documentation from doctors. Use
411 flexibility, when possible, to allow staff to stay home to care for sick family or household
412 members or care for children in the event of school dismissals. Develop flexible telework
413 policies as appropriate.

414

415 Identify critical job functions and positions, and plan for alternative coverage by cross-
416 training staff to help ensure that essential jobs will be covered if people must miss work.
417 Identify jobs that can be performed at home. A system using emailed or telephoned
418 messages to homebound staff and volunteers can be used to relay work assignments.

419

420 Set up flexible work hours and schedules (e.g., staggered shifts) for essential jobs to limit
421 the number of people who must gather at the workplace at one time.

422

423 **Recommended Reading/Viewing**

424

425 These are resources which have influenced the thinking and/or have been recommended
426 by experts with whom we have based in building up this transitional Protocol and
427 Procedure. They are ordered roughly in order of urgency, from immediate understanding
428 of this pandemic time to a deeper understanding of how we might reconstruct how we
429 do church on the other side of the pandemic. Below are the many resources and studies
430 on the Coronavirus Resources. The fight towards addressing this pandemic around the
431 world is still on going until the day we have found a workable vaccine to safeguard our
432 children and all people.

433

434 Presbyterian Church USA
435 Presbyterian Disaster Agency
436 Coronavirus/COVID-19 Resource Center
437 <https://www.pcusa.org/covid19/>
438
439 Harris County Public Health
440 2019 Novel Coronavirus
441 <https://publichealth.harriscountytexas.gov/Resources/2019-Novel-Coronavirus>
442
443 Center for Disease Control and Prevention
444 CDC 24/7 Saving Lives Protecting People
445 Coronavirus (COVID-19)
446 <https://www.cdc.gov/coronavirus/2019-ncov/index.html>
447
448 Badger Bounce Back, WI Department of Health Services.
449 <https://www.dhs.wisconsin.gov/publications/p02653a.pdf>
450
451 Why Getting the US Back to Normal in the Next Couple Months is a Fantasy. PBS
452 NewsHour, April 20,
453 2020. [https://www.pbs.org/newshour/show/why-getting-the-u-s-back-to-normal-in-](https://www.pbs.org/newshour/show/why-getting-the-u-s-back-to-normal-in-the-next-couplemonths-is-a-fantasy)
454 [the-next-couplemonths-is-a-fantasy](https://www.pbs.org/newshour/show/why-getting-the-u-s-back-to-normal-in-the-next-couplemonths-is-a-fantasy)
455
456 The Coronavirus in America: The Year Ahead. New York Times, April 18, 2020.
457 <https://www.nytimes.com/2020/04/18/health/coronavirus-america-future.html>
458
459 COVID-19: Now I understand King’s truth of the ‘inescapable web of mutuality’, Zachary
460 Helton, Baptist News Global, April 21, 2020. [https://baptistnews.com/article/covid-19-](https://baptistnews.com/article/covid-19-now-i-understand-kings-truth-of-the-inescapable-web-of-mutuality/#.XqGXyMhKg2w)
461 [now-i-understand-kings-truth-of-the-inescapable-web-of-mutuality/#.XqGXyMhKg2w](https://baptistnews.com/article/covid-19-now-i-understand-kings-truth-of-the-inescapable-web-of-mutuality/#.XqGXyMhKg2w)
462 Church in these “VUCA” Times. Jake Morrill.
463 <https://www.youtube.com/watch?v=0uAKQXagwms&feature=youtu.be>
464
465 24 Questions Your Church Should Ask Before People Return. Ken Braddy, Jr.
466 [https://kenbraddy.com/2020/04/18/20-questions-your-church-should-answer-before-](https://kenbraddy.com/2020/04/18/20-questions-your-church-should-answer-before-peoplereturn/?fbclid=IwAROCK7qAs9twQiN6PCrAT3OvSdbNROR0e_VXLjyGqS4sX9pyETq6lc_gMfo)
467 [peoplereturn/?fbclid=IwAROCK7qAs9twQiN6PCrAT3OvSdbNROR0e_VXLjyGqS4sX9pyETq](https://kenbraddy.com/2020/04/18/20-questions-your-church-should-answer-before-peoplereturn/?fbclid=IwAROCK7qAs9twQiN6PCrAT3OvSdbNROR0e_VXLjyGqS4sX9pyETq6lc_gMfo)
468 [6lc_gMfo](https://kenbraddy.com/2020/04/18/20-questions-your-church-should-answer-before-peoplereturn/?fbclid=IwAROCK7qAs9twQiN6PCrAT3OvSdbNROR0e_VXLjyGqS4sX9pyETq6lc_gMfo)
469
470 The Four Spaces of Belonging.
471 <https://pbs.twimg.com/media/EWDE5iRWkAALX3Z.jpg>
472 <https://bensternke.com/the-four-spaces-of-belonging/>
473

474 Leaders, It is Time to Ask Critical Questions About the Post-COVID19 Church. John
475 Thornburg, United Methodist Insight, April 14, 2020. [https://um-insight.net/in-the-
476 church/umc-future/leaders-it-s-time-to-askcritical-questions-for-post-covid-
477 1/?fbclid=IwAR2LlnL3uVvLk5SAi47vAi_ogQuiL-yMyA4d5NwyQmSNFnuU4jyL8Rx2lw](https://um-insight.net/in-the-church/umc-future/leaders-it-s-time-to-askcritical-questions-for-post-covid-1/?fbclid=IwAR2LlnL3uVvLk5SAi47vAi_ogQuiL-yMyA4d5NwyQmSNFnuU4jyL8Rx2lw)
478
479 Distributed Church. Fresh Expressions. <https://freshexpressionsus.org/distributedchurch>
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