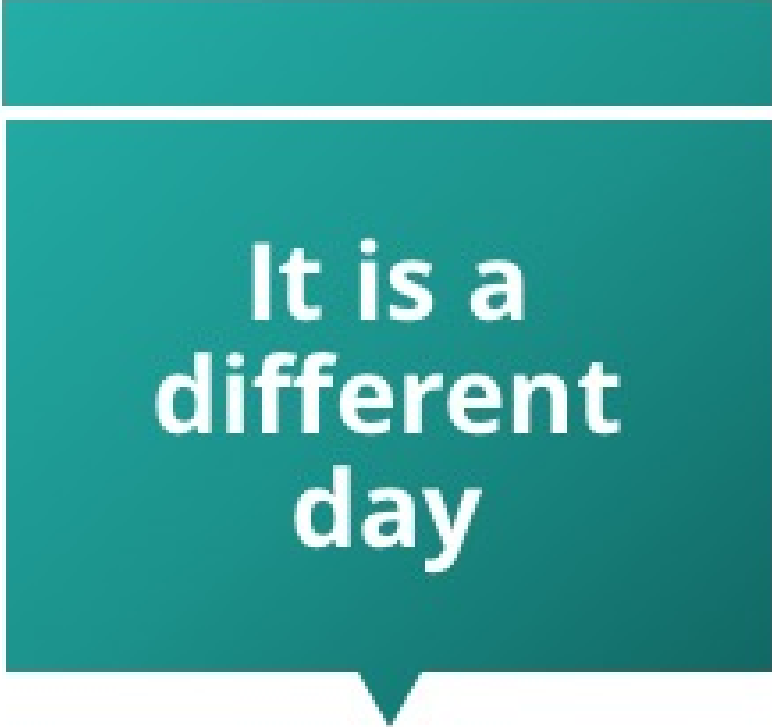




# Webinar Rethinking the Future, Post COVID19

A teal speech bubble graphic with a white outline, containing the text "It is a different day".

**It is a  
different  
day**

## **Already, we are leading different lives**

- Home working
- Restricted travel
- Significant Economic Uncertainty
- Social Distancing
- Church is mainly online
- 20% of the population not inclined to leave home

**It is a  
different  
day**

## **Current US trends**

1. 48% no church now, 40% online home church, 23% doing two churches
2. 25% not coming back anytime soon, 30% not returning until mask free
3. Churches likely to become digital with a physical presence ?
4. Flexible and agile leaders are the winners

**It is a  
different  
day**


## **Current US trends contd.**

5. Virtual and flexible staff teams
6. Spiritual formation at home
7. On demand, will usurp the event

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**It is a  
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day**

- We are called to lead in differing and difficult circumstances – none have been here before
- Time spent planning now will be time well spent
- Resources may need to be allocated in a different way

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## **Four areas to look at**

1. Financial
2. New Opportunities
3. Social Distancing and Risk
4. Legal and HR

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## Financial

- Furlough ends in October
- Massive redundancies likely
- 2020 Economy shrinks by 9.1% (many think greater)
- Some bounce back in 2021 - say 6.2%
- Huge range of forecasts which regularly change
- Longer term taxes will undoubtedly rise
- Interest rates and inflation will stay low



# Financial

- Take a 2-3 year view
- Assume some depression of income by 2021
- Look at say three income scenarios (upper, median, and lower cases)
- Identify expenditure in say three types
  - Survival
  - Needed for growth and development
  - What you would really like



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# Financial

## A few closing thoughts

- Think green
- Think “online” - resources are available
- Think agility
- Your staffing structure may need to change:
  - Digital expertise
  - Less buildings based

New  
Opportunities



A teal speech bubble graphic with a white outline, containing the text "New Opportunities".

## New Opportunities

### Every cloud has a silver lining

- “Online” could bring growth, if done well but needs to be deliberate effort, will take time
- Need for both an online giving philosophy, and facility
- Some things, such as Alpha online, is quick and cheap and seemingly effective
- Some meetings will now be online forever

A teal speech bubble graphic with a white outline, containing the text 'New Opportunities'.

## New Opportunities

- Food bank, benevolence opportunities growing
- Many local councils looking to church for help
- Mental health and debt issues will bring challenges and opportunities
- People are searching – mortality salience
- Small groups doing the stuff and community may be the key

A teal speech bubble graphic with a white outline, containing the text 'New Opportunities'.

## New Opportunities

### Summary:

- Need is the mother of invention
- God will give us new a creative ways for ministry
- Printing press was key in the Reformation - so the internet for us

# Social Distancing

- Social distancing the new reality until vaccine found and virus free
- Second Spikes will/have already come
- Duty of care to our people – no rush
- Risk assessments galore – done well
- Track and trace will probably be required

# Social Distancing

- Government guidelines not clear but are imbued with trust from the Government
- Need to teach our people how to be safe.
- Singing is a major difficulty, but one of many

A teal speech bubble graphic with a white outline, containing the text 'Social Distancing'.

## Social Distancing

- Lots of good resources around on the Stack and the EA website
- There is no rush, better to do it measured, safely, and creatively



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## HR matters

- As we bring people back to the office - risk asses:
  - Health status
  - Use of public transport
  - Some may decline as they feel it's too risky
  - Discrimination in furlough, home working etc.
  - Provide a safe space



## HR matters

- Coming off furlough
  - Ends October 2020
  - May result in redundancy / redeployment
  - Some may have to go part time
- Return to work is a dynamic process
- Employment contracts may need revision
- Disciplinary procedures possibly revised

## HR matters

- May need revised whistle blowing procedures
- Constant consultation and communication will be a wise approach
- Care of staff, especially senior pastors who have taken a lot of strain

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## Legal matters

- Lock down may have left you with some cancellation or contractual disputes
- Non-compliance with lockdown/COVID regulations can get you into trouble
- Your financial situation may have put you in breach with your banking covenants
- There may be HR issues

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Q & A

**Any questions?**