



PROJECT  RESOURCE

presents

KEEPING IN TOUCH WITH PARISHIONERS DURING COVID AND BEYOND

STEWARDSHIP SERIES: WORKSHOPS ON ZOOM
TUESDAY, MARCH 29, 2022 | 7:00 PM

in partnership with



SESSION 3:

CONTINUING TO APPLY TOOLS FOR ENGAGEMENT & FOLLOW-UP

TODAY'S AGENDA

Opening Prayer

- Sharing your New & Pivoted Ministries
 - Music & Worship
 - Children, Youth & Families
 - Seniors
 - Fellowship
 - Formation
 - Service to Others
- When did “Covid Church” online become “Pajama Church” ?
- Extending the Parish List as a ministry tool . . .
- How do we thank people for their time, talents, and treasure?
- Next Steps

Closing Prayer

RE-ENGAGING THROUGH NEW & PIVOTED MINISTRIES

	MUSIC & WORSHIP	CHILDREN, YOUTH & FAMILIES	SENIORS
NEW	<p>Using Alternative Liturgies in Lent 2022; Morning Prayer Podcast 6 days/wk; Began Hispanic Service & Ministry 2021 sharedprayers.net online liturgies to share on smartphones; Livestreaming Services; Psalm 119 read aloud by members; Ashes to Go to 2 local shopping centers</p>	<p>Began a Coaching Ministry for families with young children;</p> <p>Online Sunday School improved attendance & consistency;</p> <p>“Cooking with Fr Phil+” on Zoom;</p>	<p>Ashes to 2 local nursing homes this Lent 2022</p>
PIVOTED	<p>Less seasonal liturgical variety; Moved to Service Music without Choir; No lay altar parties; Exclusively full text bulletins; Sundays Outdoors for over a year; Hybrid Services (will continue indefinitely) – those who moved or vacationing still attend; Online Readers & Intercessors; All Services Online; World Day of Prayer held as Hybrid (4-Mar-22)</p>	<p>Kept some favorite “big events” as special in-person things to do; Saturday Church School on Zoom (really kept young families engaged; parents loved it!); Resumed Youth Breakfast Run to NYC Homeless; Continue to “Bio-Blast”</p>	<p>Tuesday Bridge Club moved online;</p> <p>Meals on Wheels in Hunterdon, who use our parish hall, never closed; they continued to deliver hot noontime meals to homebound seniors, but pivoted to contactless pickup and contactless delivery into coolers</p>
ON HOLD	<p>Didn’t sing at all for months;</p> <p>Chime Choir (not enough have returned to resume); Healing Services now resumed;</p> <p>Choir, Acolytes, & Lay Eucharistic Ministers (LEMs);</p>	<p>Teens took time off;</p> <p>Sunday School;</p> <p>In-person Sunday School</p>	<p>Lay Eucharistic Visitors (LEVs) because Country Arch not allowing visitors or even clergy</p>

RE-ENGAGING THROUGH NEW & PIVOTED MINISTRIES

	FELLOWSHIP	FORMATION	SERVICE TO OTHERS
NEW		Started Men's Bible Study In-Person	Created a Helping Hands Ministry; "Church in the Woods" on-campus; Pizza & Compline (sung, outdoors); Continuing to experiment with campus outreach to Rowan University;
PIVOTED	Online Vestry Meetings; Hybrid Vestry meetings (members with young families can participate); "Picnic Paloozas" in the Parking Lot; Online, Mid-Week Coffee Hours; Virtual Service Auction; Drive-By Shrove Tuesday Pancake Supper; Social Distance Coffee Hour with Pre-Packaged items & one server (masked/gloved)	Started Daily Office on Zoom 7 days/week in 2020 / changed to 3 days/week in 2022; Moved Wednesday Night Bible Studies to Zoom; All-Online Adult Formation;	Food Pantry Distribution moved Outdoors; Supplied Family Promise meals
ON HOLD	Coffee Hour (coming back with Easter); Re-starting Coffee Hour March 2022; Dollar Auction (held in Fall 2021); Annual Corned Beef & Cabbage Dinner (resumed in March 2022); Blessing of the Bikes (resuming in May 2022); English Teas & other fundraisers (working on their return. Our church needs to raise funds...)		IHN changed models; Family Promise Lodging; AA, Boy Scouts, Whiting Garden Club, OSL, and Thyroid Support Grp resumed as soon as had permission.

WHEN DID “COVID CHURCH” ONLINE BECOME ”PAJAMA CHURCH” ?

POLL

1. Do you intend to continue with video worship?

[**100% yes** / 0% no / 0% maybe / 0% not sure / 0% didn't do during pandemic]

2. If you have video worship, is it concurrent with in-person worship?

[**93% yes** / 0% no / **7% sometimes**]

3. Do you intend to continue with outdoor worship?

[**27% yes** / **20% no** / **7% maybe** / **7% not sure** / **40% didn't do during pandemic**]

4. Do you foresee having ongoing in-reach (contacting people)?

[**93% yes** / 0% no / 0% maybe / **7% not sure**]

WHEN DID “COVID CHURCH” ONLINE BECOME ”PAJAMA CHURCH” ?

CHAT &
DISCUSSION

- What does the next generation of “Going to Church” look like?
- How clear are we about why we want people to come to church in person?
- How have you been trying to re-engage people who are still unable to come to church in person?

EXTENDING THE PARISH LIST . . .

ENVELOPE#			PLEDGE/ACTIVITY LISTING							ACTIVITY CODES				
2021	2020	2019	2021	2020	2019	2021	2021	ACTIVITY						
#	#	#	NAME	PLEDGE	PLEDGE	PLEDGE (+,-)	WEEKLY	GROUP	Activity1	Activity2	Activity3	Activity4	Activity5	
1	1	1	AARON	5200	5000	4800	200	100.00	A-1	V	F	B	L	
			BANKS	6500	6000	5750	500	125.00	A-1	C				
	27	27	BENCH		520	520	(520)	0.00	Left					
4	4	4	BERRA	2080	2000	2000	80	40.00	B					
			CAMPANELLA			1800	0	0.00	Deceased					
32	32	32	CARLTON	2080	2080	2080	0	40.00	A-2	P	U			
	22	22	CLEMENTE		7540	7280	(7540)	0.00	Deceased					
	7	7	COBB				0	0.00	Left					
	5	5	DIMAGGIO				0	0.00	Deceased					
8	8	8	DOBY	1560	1500	1440	60	30.00	A-2	H	B	AC		
45			ECKERSLEY				0	0.00	C-2					
9	9	9	FELLER				0	0.00	C-1	U				
			GEHRIG				0	0.00	Deceased					
37	37		GIBSON	520	0	0	520	10.00	B					
	47	47	HENDERSON				0	0.00	Left					
26			HUBBELL				0	0.00	C-1	U				
41	41	41	IRVIN	520	520	520	0	10.00	B					
44	44		JACKSON				0	0.00	C-2					
			JETER	4680	4200	4000	480	90.00	A-1	V	F	U		
18	18	18	JOHNSON	260	260	260	0	5.00	B					
51	51		KALINE	1300	0	0	1300	25.00	A-2	B	H	U		
10	10	10	KINER				0	0.00	C-2					
21	21	21	KOUFAX				0	0.00	D					
			LASORDA	4420	4200	4050	220	85.00	A-1	V	H	COM	E	W
14	14	14	MANTLE				0	0.00	Left					
15	15	15	MAYS	780	700	700	80	15.00	A-2	L	AG	H		
33	33	33	MURRAY	2080	2040	2000	40	40.00	A-2	P	B			
			MUSIAL	1820	1820	1820	0	35.00	B					
			NIEKRO	780	650	520	130	15.00	A-2	E	B	W		
12	12	12	OTT				0	0.00	C-2					
14	14	14	PAIGE	4000	3750	3500	250	76.92	A-1	V	B	H	M	
			PALMER	1820	1750	1750	70	35.00	A-2	ECO	M	L		
			PIAZZA	4420	4150	3850	270	85.00	A-1	V	P	AC		
			RIPKEN	5200	4940	4680	260	100.00	A-2	E	P	COM		
23	23	23	ROBINSON,B	8650	8400	8000	250	166.35	A-1	V	F	L	W	
			ROBINSON,F	7200	7000	6650	200	138.46	A-1	V	U		W	
42	42	42	ROBINSON,J	5000	4500	4000	500	96.15	A-1	V	F	B	W	
3	3	3	RUTH				0	0.00	E					
			RYAN	10400	10000	9600	400	200.00	A-2	P	B	U	W	
35	35	35	SCHMIDT				0	0.00	E					
42	42	42	SEAVER	520	520	520	0	10.00	B					
27	27	27	SPAHN				0	0.00	C-1	AC	U			
			TORRE	5980	5600	5500	380	115.00	A-2	F	B	M		
28	28	28	TRAYNOR	260	0	0	260	5.00	B					
31	31	31	VANCE				0	0.00	C-2					
37	37	37	WAGNER				0	0.00	E					
			WILLIAMS				0	0.00	Deceased					
			YASTRZEMSKI	3900	3650	3250	250	75.00	A-2	F	B	U		
39			YOUNG				0	0.00	C-2					
				91930	93290	90840	(1360)							
			Bank Check	27	29	30								
			VANCO Online	3,405	3,217	3,028								

Activity Codes

AC	Acolyte	H	Hospitality
AG	Altar Guild	L	LEM
B	Brotherhood	M	Music
C	Clergy	P	Property
COM	Communications	Q	Quilters
E	Education	U	Usher
ECO	Ecology	V	Vestry
F	Finance	W	Women's Group

Activity Groups

A-1	Vestry/Official
A-2	Pledge; Active in Parish
B	Pledge, Inactive
C-1	No Pledge, Gives, Active
C-2	No Pledge, Gives, Not Active
D	Special Consideration
E	Inactive
Left	Left Church

EXTENDING THE PARISH LIST . . . AS A MINISTRY TOOL

- Incorporating in “**Activity Groups**” and “**Activity Codes**” into Parish List and associating them with members of the congregation
- Other codes might include:

Demographic designations	Former Lay Leaders (e.g. Vestry Members, Wardens)
Communication preferences	Historical information useful to incoming clergy
- What can we do with these classifications to meet unmet needs? Or to help us better connect ?

EXTENDING THE PARISH LIST . . . AS A MINISTRY TOOL

The use of technology: to help maintain & leverage the latest information we have:

➤ Homegrown Spreadsheet or Database

Pros:

- No monthly fees, typically
- Customized to church's specific needs
- Historical data

Cons:

- Technical skill required to maintain it and possibly even to use it
- May be hard to adapt to new needs
- Securing access may be limited

➤ Commercial Systems or Services (in the cloud)

Pros:

- Consolidated repository
- Sometimes, conversion assistance
- External technical support
- Users and administrators can do so remotely
- Various levels of secured access

Cons:

- Monthly fees; sometimes initial startup costs
- Possible loss of historical data

Common to Both: Garbage In / Garbage Out

HOW DO WE THANK PEOPLE FOR THEIR TIME, TALENTS, AND TREASURE?

- Thank You notes (handwritten?)
- Acknowledgement that is conferred in front of the congregation (award or certificate?)
- Asking someone to help or to take the lead on an activity by indicating that they are uniquely suited due to their specific or special skill.

What other ways have you expressed thanks to your members?

LOOKING FORWARD

FOR
DISCUSSION

What is one idea from the past three weeks that you plan to explore or try within your congregation?

From tonight's Chat:

- Upgrading the Parish List
- The spreadsheet that you just showed us to get a handle on our members and their activities.
- Relationship mapping and participation tracking with parish list as basis of INREACH
- I would love to extend our data base to include more information
- Attendance postcards
- Giving the large mailing list to the vestry to (1) find out who knows whom and (2) to see if we can't reach those who have become "invisible."
- Parish list expansion
- I like the idea of sending little packages to our college students and any military members.
- I like inviting families to serve together. That would be interesting to explore.
- Do a better job of explaining WHY you should come back TO church (in person)
- Updating our parish directory (office use only). I think I'll use some of those codes.
- Ask whether we are tracking who participates on Zoom, who on FB and also make more sense of the parish roster that includes a number of people who have moved away. Can we keep in touch with them in a meaningful way.
- Our priest is reaching out to young families to get them to decide how to provide formation
- Touching base with everyone by phone calls

EXIT POLL

Tell us how we did!

EXIT POLL

1. How helpful did you find this three-week workshop?

- 50% Very helpful
- 39% Helpful
- 11% A little helpful
- 0% Not helpful at all

2. Will you be bringing the learnings from this workshop back to your congregation?

- 94% Yes
- 0% No
- 6% Unsure

3. Would you recommend this workshop to others?

- 94% Yes
- 0% No
- 6% Unsure

4. Which of the following additional resources would you be interested in? (select all that apply)

- 22% One-on-one support from a member of the PR team/CCS
- 89% Weekly/bi-weekly/monthly emails targeting specific topics/tips
- 6% Other

APPENDIX

COMPILATION OF PARTICIPANT RESPONSES
TO
“ONE STRUGGLE, ONE SUCCESS & ONE QUESTION”

(A FEW ADDITIONS AFTER SESSION 2)

ONE STRUGGLE

- “In 2020 the vestry was good about staying in touch with phone calls (we divided up the directory), but by 2021, people had given up – maybe they were tired? But also, we were worshipping in person, although outdoors when we could.”
- “My biggest struggle is an outdated directory with no idea who anyone is. My former Wardens walked me through it about two weeks after I arrived. But between COVID and losing their Priest almost 18 months prior, there wasn't much connection going on within the parish outside a few people.”
- “What happened to those active parishioners that stayed home during Covid and never connected with our church in any way, at any time, even though we called, wrote, and tried to keep in touch with them?”
- “The hardest thing for me has been the distraction of changing practices. I feel like I'm starting over "doing church" every 4-6 months! This makes it difficult to be as attentive, pastorally, as I want to be.”
- “To figure out who and how to contact MIA (missing in action) people we need some kind of consistent data collection method. Right now it's really just *[our priest taking]* headcount on Sunday (from # of people in church, # on Zoom, and # on Facebook) and his recollection of who he hasn't seen in a while. Obviously there are gaps in this method.”
- “Live-streaming our services.” (also a success)
- “We were all about having church leaders assigned people to call and check in with on a bi-weekly basis when Covid first shut the Chapel down. We were closed for the 2 1/2 months and then opened up again. Although not all of our parishioners returned we pretty much stopped making those calls and communicating.”
- “Now that the Covid risk has subsided we're having issues with getting people back physically in the church. Zoom is too good and convenient - people are used to watching church in their slippers! And the way Zoom operates, people can see and talk to each other virtually every week so we've somewhat lost the socialization incentive for people to come to church.”
- “Where are our families with Tweens?”
- “It's hard with weekend tournaments and meets.”
- “I was not there during 2020 & 2021, not for sure what they were.”
- *St Andrew's New Providence lost our 60 year old Pre-School and Kindergarten from Covid 19 in 2020 which is also impacting our finances.*

ONE SUCCESS

- “Our biggest success has been regrouping our families and reengaging (slowly but surely – so far anyway).”
- “New people joined our church (they retired and were church shopping and found us), and they immediately stated that this was their church, and jumped into activities and leadership positions.”
- “Still reaching people by email, social media, recorded and livestream worship. People remain in touch with the congregation.”
- “We have offered diverse options for people to engage, each according to their own situation. I'm not worried about pajama church. There is much value in being in-person, and those who want it will be there. Online-only is better than not showing up at all. Some fragile/concerned people have been participating in small groups online very consistently (though not necessarily in worship!).”
- Live-streaming our services. (also a struggle)
- “Because we opened up for in-person services before many other churches, we attracted many new people from local surrounding areas and faiths.”
- “The email blast sent once a week gives you the service booklet, and most importantly what's important for the upcoming week. This keeps us connected. One of the best things is during my first month there I was given a pictorial directory. As a newcomer that has allowed me to place a name and face together. How welcoming is that!”
- *Celebrated a Service every Sunday: Facebook and Zoom, outside services where possible, inside services with precautions – dedication of our rector and lay leadership.*

ONE QUESTION

- “How to keep fellowship going with people who don't feel comfortable coming back onsite yet?”
- “How do we bring back those that have become comfortable in their inactivity?”
- “Connecting is a challenge for me as an introvert and a single-employee parish (no secretary, etc.). I'm here gathering ideas and encouragement in that project.”
- “Shepherding our people falls under a broader definition of Stewardship. I am trying to push [our church] in the direction of Holistic Stewardship which is something TENS advocates for. I would love to hear more from Project Resource on this concept and *how what we're doing in this workshop is connected to Stewardship*. I know it kind of seems self evident (at least to me) but it's a stretch from the Time, Talent, Treasure model that we're all used to.”
- How to best communicate to the "homebodies" what they're missing by not being physically at the church without irritating/upsetting those who really can't come (shut-ins, health concerns, etc.)?
- “Not all of our former parishioners are back. How do we get them involved with us again.”