Doing Hybrid Ministry Roundtable
May 12, 2021

1. **What are the barriers to think through for groups meeting in person? (safety, healthy habits, inspiring confidence in your precautions)**

- Teachers not feeling like coming back even though they are vaccinated out of precautions
- Kids not vaccinated, school already an exposure, families not wanting a second exposure with church activities
- Sending surveys to congregants to see what they feel they need in order to feel safe returning
- Confusion from no firm guidelines by government entities versus clear guidelines that can be adopted by churches
- Session and COVID team leadership to help make these decisions
- The question of singing vs. no singing
- Times and schedules for worship and education to accommodate remote and in-person programming
- Space for rooms to have enough social distance needed. How do you decide which groups get to meet when, if they all need the same larger space?
- Wearing face masks, social distancing, using outdoor spaces
- Consider easing back in from small groups to progressively larger groups (worship last as largest)
- Session created a "Covenant of Care" with 4 phases described for returning to in person programs
- We will be asking a great deal from our volunteers
- Curriculum resources that are Zoom friendly
- Supplies
- Tech support costs
- Overall coordination of offerings
- Increased staffing and volunteer requirements
- Cost
- Children's ministry can be more difficult to translate
- "Stay in the City" mission experience for youth instead of traveling: surveyed the youth for social justice themes important to them and worked with partner agencies locally to arrange experience, utilize outdoors for reflection and Bible study time around the hands on experiences

2. **How can online students/participants feel part of the whole?**

- Use Kahoot to have children interact both in the classroom and from online in the same way
- Ask advice from school teachers who are already doing hybrid instruction for tips and resources
- Use flipgrid for kids to be able to make videos and share them, can use the videos kids create in other settings like worship

- Using cell phones or laptops to add the remote presence in the classroom of in person children or adults
- Storytime or group time to start them together
- At home material pack for remote kids to have the supplies
- Some pre-recorded things dropped into live worship to include remote worshipers
- APCE cohort groups can be great resource for ideas
- Ideas on Synod Blog by Tori Smit www.cnob.org
- It is harder to do hybrid for an outdoor setting because of the wind and other noises
- Switching the hybrid experience to a different day and time other than Sunday, had some success with a Saturday morning intergenerational family program
- What does hybrid mean? Can a hybrid ministry be offering in some cases the same thing for two separate groupings (in person or Zoom) that people attend one or the other but can attend one way one week and the other another week
- Maybe you can have different options of remote only programs, some hybrid, and some in-person only programs
- Consider a staff meeting test run where people take turns being remote vs. in person to work out the kinks, consider what worked well or didn't

3. **What kind of training and equipment will be needed to make the transition?**
- O.W.L. unit is available for in person meetings that connects those in room to online participants through a swivel camera and speaker cost $600-$700 Owl Labs
- Kandao 360 similar to OWL
- Facebook portal device can be placed on a smart TV and used for smaller groups from 5 to 15 people, lower cost ~$200, has a link up to Zoom option. Has to be connected to a facebook account or phone number. Some concern about personal information that may be compromised if personal facebook account used, might want to create one just for this purpose. Facebook Portal
- Tech deacons= volunteers dedicated to helping with cameras, sound boards, monitoring online sites to add comments for prayers to the group, questions for speakers or presenters, etc.
- Maybe utilize young people who are more comfortable with tech for these roles
- *Helpful tech question groups:* church communications facebook group, Zoom faith facebook group (group by Bruce Reyes Chow mostly worship oriented), TechTools4CE
- Large TV on portable cart to use in different rooms for remote participants to be seen by those in person through HDMI connection to laptop
- Increasing wifi range and strength in the church building

4. **What have we learned from our adaptation attempts so far? What works? What doesn't work?**
   - How to make it interactive is key- some found facebook live more fitting for their needs than Zoom, some found Zoom meets their needs with some sound adjustments
   - Having someone monitor the comments and sharing them for passing of the peace and prayers of the people is useful

- Share announcements as if all were hearing them online (repeating ones spoken in room to make sure a microphone picks up what was said)
- Try new things and find what works for your context
- Only say first names in broadcast to protect privacy
- Consider how to protect the identity of children in your broadcast to a wider audience (waivers for including video imagery), maybe blur faces in video editing
- Go slow. Listen to your people and where they are right now.
- Give yourself some grace. Ministry is messy.