

# Minutes from “CWE Strategies That Work During COVID-19” ZOOM Call on April 2, 2020.

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## ◇ **Handing issues and implications related to your staff:**

### FINANCES

During these unprecedented times, listed below are a few considerations regarding your church or center's finances.

- Deciding whether or not to pay your employees during this time depends on your church or center's unique situation.
- There are several options available to you through *The Care Act*. Visit [https://www.guidestone.org/NewsRoom/NewsReleases/2020/2020\\_03\\_27-COVID-Pandemic-Phase-III-Stimulus-Package](https://www.guidestone.org/NewsRoom/NewsReleases/2020/2020_03_27-COVID-Pandemic-Phase-III-Stimulus-Package) for more information.

### STAFF MORALE

Maintaining staff morale during this time is essential to providing a sense of continuity for when things go back to “normal.” Listed below are a few ideas.

- Make sure you are checking in on your staff daily or through weekly ZOOM calls.
- Consider using this time to write personalized thank you notes.
- Create an acrostic using each letter of a staff member's name to describe something special about them.
- Make bookmarks for their Bibles and include a devotional with it.

## ◇ **How to make the most out of your time while centers are closed:**

- Take care of yourself (mentally, physically, spiritually).
- Spend time in God's Word.
- Improve parent communication.
- Invest in marketing and advertisement for your center.
- Maintain a healthy enrollment roster.
- Invest in your program.
  - Consider revisiting the things you have put to the wayside and said you would "get to later."
  - Think about those creative ideas you have always wanted to try and make a plan to implement them.
  - Ask yourself, "What can I change now that will take my center to the next level when we return?"
  - Evaluate what you can "get rid of" and/or add to your program in order to move to the next level.
- Invest in your staff.
  - This time is a great opportunity for your workers to brush up on their skills.
  - What can you enable your workers to do or offer that would better them and your center?
  - Look into various online training opportunities for your staff.

◇ **How have you been connecting and engaging with your families?  
What are some of the ways you are reaching out to them?**

Jennifer Williams

- Utilizing Facebook.
- Teachers post lessons and Chapel is done through Facebook Live.
- Parents send in videos of their children singing along during Chapel.

Dana McElmurray

- Use of an online resource with activities and interaction between children and their teachers (<http://web.seesaw.me>).

Meredith Yarborough

- They have a private Facebook group for each grade level.
- ZOOM is used to interact with children (<https://zoom.us>).

Heather Atkinson

- They did a “drive-in parade.” Teachers lined up 9 feet apart on the sidewalk and families were encouraged to drive through to see them.