

Interview I “Icebreaker” Questions:

1. When did the pandemic become a reality for your institution?
2. When was the last “normal” workday for you?
3. When did you decide to close your site?
4. What were your biggest concerns early on?
 - a. What was a priority vs. *what became* a priority?
5. What does an average (pre-Covid) year look like: admission/attendance, program attendance, staff/volunteer numbers?
 - a. What has changed the most from an average year?
 - b. What has stayed the same?
 - c. What did you *not* expect to change, but ended up changing? Any surprises?