

Bayside Leader Training

Facilitator Notes





KNOW GOD
FIND FAMILY
LIVE IN FREEDOM
DISCOVER PURPOSE



Pastor Randy + Amy Bezet

Dear Leader, we are so excited to see you using your gifts and talents to serve the people of our church and community. Bayside has always been a place where we desire to see people Know God, Find Family, Live in Freedom, and Discover their Purpose. Without you stepping into this new season of leadership, we would not be able to fulfill our purpose. You are incredibly important to God, His Kingdom, and to us. Amy & I thank you for serving God so well here at Bayside Community Church.

Hello Ministry Leader or Lead Coach.

Thank you for taking the time to walk through this Leader Handbook with our new leaders. Throughout this facilitator version, you will find helpful information, notes, and ideas for you as you facilitate this face-to-face conversation with our new leaders. Thanks again and enjoy your time!

Your goal for this meeting is to

- 1 Continue to build your relationship with your leader
- 2 Confirm that they have watched and understood the content that the videos provided
- 3 Review & discuss the remaining content in this handbook

Please do not treat this handbook as a series of checkboxes that are meant to be gone through one after the other simply by reading the material together. Rather, it is our desire that this handbook would simply be a template for a great conversation between you and your new leader. Yes, you do have to review all of the information in the handbook, but we ask you to do it in a conversational and relational way.

Quick note, it is mandatory for your new leader to have watched the entire course of Bayside Leader Training videos before sitting down to have this conversation with you. If they have not watched all the videos, please be sure to direct them to do so before continuing.

Facilitator Notes

The goal for this section is to understand what their key takeaways were from watching the videos and get a deeper understanding for how they are going to be a leader who puts God First, is Others Focused, and lives On Mission. Please review their answers to the questions that they answered as they watched the videos. This will be very helpful in facilitating a fruitful conversation around these key thoughts.

Opening Key Thought

Bayside’s cultural values are founded on our why and give direction to how we live and serve in ministry. These values enable us to fulfill the mission God has called us to as a church.

VIDEO REVIEW

GOD FIRST *Key Thoughts*

- 1 We prioritize God’s presence and God’s Word above everything else.
- 2 When we put God first it becomes easier to love Him completely, to love others compassionately and to love yourself correctly.
- 3 Jesus invites us, as He did His first disciples, to follow Him. The invitation remains the same: to be with Him so we can become like Him and do what He did.
- 4 It’s important for us to establish habits and rhythms that create space for us to encounter God and grow in our relationship with Him.

OTHERS FOCUSED *Key Thoughts*

- 1 To be others focused is to honor God’s people, their purpose, and our relationship with them.
- 2 Listening well is key to living a life that is others focused.
- 3 All people matter to God, therefore, all people should matter to us.
- 4 Living a life that is others focused includes doing the following things:
 - Knowing the story of the people you lead
 - Creating a culture of friendship and relationship
 - Creating spaces where confidentiality is kept and where we see the best in people
 - Being willing to have real, and sometimes difficult, conversations in order to maintain Godly relationships
 - Showing up when life blows up
 - Praying for the people in your group or team



ON MISSION *Key Thoughts*

- 1 By living On Mission, we purpose our life and work to know Him and make Him known.
- 2 To live on mission is to display characteristics of a person pursuing the kingdom of God as Jesus describes it in Matthew 5-7.
- 3 Every Christ follower living on mission should be ready to share their story of how they accepted Jesus as their Lord and Savior.
- 4 To live a lifestyle of mission we should all...
 - Adjust our perspective by shifting from a worldly focus to a Kingdom focus.
 - Be specific in our prayers to share the good news with those we are in relationship with.
 - Live out our purpose in God’s story by using our influence and resources to live generously.

Closing Key Thought

We believe that as you lean into your leadership role here you will be more fruitful and effective as you live a life that puts God First, is Others Focused and lives On Mission... and remember, what you do really matters, but who you are matters more.

Facilitator
Notes

The goal for this section is to make sure the new leader understands and agrees to the content we have in this section. Please ask clarifying questions to confirm understanding and agreement.

Proper handling of
disagreements and offense

Offense will come. When it does, we want to restore relationships and move forward together. We all may disagree in the course of a day. This is normal and part of a healthy and diverse environment. However, when disagreement turns to offense, we want to follow what the Word of God instructs us to do:

“If your brother or sister sins, go and point out their fault, just between the two of you. If they listen to you, you have won them over. But if they will not listen, take one or two others along, so that ‘every matter may be established by the testimony of two or three witnesses.’ If they still refuse to listen, tell it to the church; and if they refuse to listen even to the church, treat them as you would a pagan or a tax collector.”
Matthew 18:15-17

• **Pray**

Continue to pray for wisdom and ask God to search your heart and show you any blind spots you may have in this situation. Pray before and after you meet with your brother or sister.

• **Go directly to the person to seek understanding**

This conversation should not be one of judgment or accusation but to share how you are feeling and understand more about what happened. If the conflict is NOT resolved...

• **Go back to the person and bring someone with you to seek understanding again**

Oftentimes when we come back to the offense again, solutions will reveal themselves with the help of another person. If the conflict is still NOT resolved...

• **Speak to Leadership**

(Your coach, ministry leader, or your campus pastor at your campus) A meeting will be scheduled to seek resolution and restore right relationships.

Facilitator
Notes

The goal for this section is to make sure the new leader understands and agrees to the content we have in this section. Please ask clarifying questions to confirm understanding and agreement.

A Biblical Guide for Gender
and Sexuality Issues

• **Guiding Principle 1**

Everyone is welcome to attend Bayside Community Church

- **(Romans 3:22-24) NIV** *This righteousness is given through faith in Jesus Christ to all who believe. There is no difference between Jew and Gentile, for all have sinned and fall short of the glory of God, and all are justified freely by his grace through the redemption that came by Christ Jesus.*
- *At Bayside, we believe that the church is for everyone. While we are all created in God’s image, not one of us is perfect. The church should always be a place where everyone is welcome and where anyone can find an environment and receive resources to help them accept the grace of God through Jesus, develop a healthy and growing relationship with the Lord and be surrounded by family to help and encourage them on their journey. This is why, in everything we do and in every area of ministry, we are on mission to help people Know God, Find Family, Live in Freedom and Discover Purpose.*

• **Guiding Principle 2**

We lead people to truth through love

- **(Ephesians 4:11-16) NIV** *So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of people in their deceitful scheming. Instead, speaking the truth in love, we will grow to become in every respect the mature body of him who is the head, that is, Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.*

Guiding Principle 2 *(continued)*

- At Bayside, we believe it is our responsibility to lead people in love to the truth in God's Word. It is not our responsibility to play the role of Holy Spirit in someone's life. Every conversation should be entered with grace, love, patience, compassion and empathy leading and guiding a person to the truth in God's Word. Dysfunctional Sexuality is not a political or civil rights issue, it is a sin issue according to the Word of God. We believe Scripture is the inspired Word of God and is the final authority on all things.

● Guiding Principle 3

God's Word is our standard for all truth

- At Bayside, we believe that gender, sexuality, and marriage are defined by God in His Word.
- **God created only 2 genders**
(Genesis 1:27) NIV So God created mankind in his own image, in the image of God he created them; male and female he created them.
- **Practicing homosexuality is sin**
(1 Corinthians 6:9-10) NIV Or do you not know that wrongdoers will not inherit the kingdom of God? Do not be deceived: Neither the sexually immoral nor idolaters nor adulterers nor men who have sex with men nor thieves nor the greedy nor drunkards nor slanderers nor swindlers will inherit the kingdom of God.
- **Biblical marriage is between 1 biologically created woman and 1 biologically created man and is intended to be for a lifetime**
(Matthew 19:4-6) NIV "Haven't you read," he replied, "that at the beginning the Creator 'made them male and female,' and said, 'For this reason a man will leave his father and mother and be united to his wife, and the two will become one flesh'? So they are no longer two, but one flesh. Therefore what God has joined together, let no one separate."

● Guiding Principle 4

We address sin issues, including dysfunctional sexuality, in a biblical way.

- *(Matthew 18:15-17) NIV If your brother or sister sins, go and point out their fault, just between the two of you. If they listen to you, you have won them over. But if they will not listen, take one or two others along, so that 'every matter may be established by the testimony of two or three witnesses.' If they still refuse to listen, tell it to the church; and if they refuse to listen even to the church, treat them as you would a pagan or a tax collector.*
- We believe that anyone can serve on the Dream Team in a non-leadership role if they are actively working to follow Christ and walk toward freedom. Serving does not require perfection. Our job as ministry leaders is to help lead those who serve with us to their next step in the relationship with God.

● Guiding Principle 5

When you encounter an issue with gender or sexuality, seek help and guidance from our leadership.

- *(Proverbs 1:5) NIV Let the wise listen and add to their learning, and let the discerning get guidance*
- At Bayside, our leadership team wants to come alongside you by helping, supporting, and guiding you as you lead people within our church community. If you encounter someone in your group or on your team who is walking through a gender or sexuality issue, please bring it to the attention of your coach, lead coach, and ministry leader. We want the opportunity to walk with you as we lead the group or team member to God's truth through love.

Facilitator
Notes

The goal for this section is to make sure the new leader understands and agrees to the content we have in this section. Please ask clarifying questions to confirm understanding and agreement.

Please make sure you have the new leader sign the single sheet of paper provided to you titled, “Bayside Leader Covenant.” Please return this sheet of paper to your campus Lead Representative when you go back to the office.

Bayside Leader Covenant

Having participated in Bayside Leader Training and being in agreement with what I have learned, I agree to the following...

I will commit to put God First

- By... prioritizing God’s presence and God’s Word above all else.
- By... following Jesus in everything I do.
- By... establishing habits and rhythms that draw me closer to encountering God and growing in my relationship with Him.

I will commit to being Others Focused

- By... honoring God’s people, their purpose, and my relationships with them.
- By... listening well to the people I lead.
- By... taking action and doing things for the people I lead to show them I honor them.

I will commit to living On Mission

- By... purposing my life and working to know Him and to make Him known.
- By... displaying the characteristics Jesus taught in Matthew 5-7.
- By... being ready to share my testimony of how I accepted Jesus as my Lord and Savior.

I will commit to handling disagreements and offense by following the steps outlined in this training. I will...

- Pray.
- Go directly to the person and seek understanding.
- If needed, go back to the person and bring someone else to seek understanding again.
- If needed, speak to leadership to help resolve the situation and restore right relationships.

I will commit to following the guiding principles for gender and sexuality issues as outlined in this training. I will...

- Be welcoming to all who attend Bayside Community Church.
- Lead people to truth through love.
- Live by God’s Word, which is the standard for all truth.
- Address sin issues, including gender and sexuality issues, in a biblical way.

It is a privilege to serve the Lord in leadership at Bayside Community Church. To best steward and lead the people in my groups/teams, I agree that the use of alcohol, tobacco, and addictive substances, as well as self-promotion of businesses (multi-level marketing companies) at any Bayside event or group is prohibited.

X Signature Signature Signature Signature Date
Ministry Area Campus

After Bayside Leader Covenant page

After your meeting, if your new leader has watched all the videos, participated in the face-to-face meeting, and signed the Bayside Leader Covenant, then the next step is for you to enter their attendance in PCO. This process is straightforward and will take less than one minute to complete. Please follow these instructions....

- 1 Open Planning Center People
- 2 Search for the new leaders name
- 3 Scroll down and select the “Coursework” section on the left hand side of the page
- 4 On the upper right hand side of the page, click on “Edit Answers”
- 5 Scroll down to Bayside Leader Training and enter the date of the face-to-face meeting with the new leader
- 6 Scroll all the way down and click “Save”

Please remember to bring the signed Bayside Leader Covenant to your campus Lead Representative.

***Thanks so much for walking
through this leader handbook with
your new leaders!***

For any questions, please contact Sean Callaghan at
sean.callaghan@mybayside.church



mybayside.church