



## **CARE MINISTRY**

### **MEMORIAL SERVICE GUIDELINES & FEES**

#### **Biblical Guidance and Heart Posture for Bayside Staff**

- Psalm 34:18 *"The Lord is close to the brokenhearted & saves those who are crushed in spirit"*
- Matthew 5:4 *"Blessed are those who mourn, for they will be comforted"*
- Galatians 6:2 *"Carry each other's burdens and in this way, you fulfill the law of Christ"*

Walking with families through a memorial is a sacred privilege—an opportunity to share comfort, hope, and the love of Jesus. It is truly an honor to shepherd those who are grieving the loss of a loved one. At Bayside, we are called to pastor and care for our community, including not only those who call Bayside their home church, but also those who do not.

With that heart in mind, we will be implementing the following guideline effective January 1, 2026:

For salaried Pastors/Officiants, Worship Staff, Production Staff, and Care Staff, there will be no additional compensation for serving at memorial services. We also recognize that serving at memorials often occurs in the midst of full ministry schedules, so managers are encouraged to be generous and flexible in navigating Earned Time Off (ETO) to support staff as they serve families during these times.

For hourly Staff, you will continue to be compensated at your standard hourly rate. Managers will work with you to help flex your schedule throughout the week whenever possible. If overtime becomes necessary, it must be approved by your manager prior to any overtime hours being worked.

#### **Important Notes:**

- Each campus should utilize their Memorial Service Team (overseen by the campus Care Director) to assist in execution of the Memorial service.
- Facilities staff will be scheduled for services over 100 expected attendees or if there will be a reception on site that involves food.
- For memorial services below 100 people with no food, staff and volunteers present will help by ensuring trash and restrooms are tidy before and after the service.

***Please return the completed form to the Campus Care Director for submission of payment.***



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#### **Memorial Service Rates**

- A. Memorial Services for Bayside Attenders / Members: There are NO fees charged to families who are affiliated with Bayside
  
- B. For Non-Members and Community Memorial Event\*: (an invoice will be created)

Salaried & Hourly Staff	Follow the same guidelines listed above
HUB	\$120 for 4 hours / \$240 for 8 hours
Youth Auditorium	\$200 for 4 hours / \$400 for 8 hours
Main Auditorium at campuses	\$250 for 4 hours / \$500 for 8 hours
Lakewood Ranch Main Aud	\$1500 for 4 hours / \$3000 for 8 hours

\*A non-Bayside affiliation, or another church or organization

For additional questions or clarity, please contact Pastor Sean Callaghan.

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