

Bayside Leadership Development

# Bayside Coaches Training

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**Facilitator Guide - notes in red are not in participant guide**

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# Introduction to Coaches Training

## Welcome & Introductions

### Overview of training schedule: (4, 1ish hr sessions + videos)

- [Session 1](#) (overview and God First - 75 minutes)
- Read Way of the Shepherd before Session 2
- [Session 2](#) (Others Focused - 75 minutes)
- Right Now Media videos before Session 3
- [Session 3](#) (Living “On Mission” 75 minutes) + Panel
- [Specifics Training](#) with your ministry lead (before commissioning can occur)
- Global Commissioning (date, overview)

## Open in Prayer

Everything you put your hand and heart to as a coach will require **intentionality**.

### A Bayside Coach:

... is a leader of leaders who **intentionally** helps others **grow spiritually, build community and develop leaders**.

**Additionally, a Bayside coach comes alongside their leaders to offer pastoral care and support and is the eyes and ears of Pastor Randy in caring for the congregation.**

Exodus 18 outlines the wisdom of having a solid leadership structure in the story of Moses and Jethro. **(Have someone read Exodus 18:13-23)**

Listen to Exodus 18:17-18, “What you’re doing is not good, Moses’s father-in-law said to him. You will certainly wear out both yourself and these people who are with you, because **the task is too heavy for you. You can’t do it alone**”. (CSB, emphasis mine)

You can’t do it alone. No one can, *no one should*.

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The rest of the story in Exodus outlines Jethro's plan to divide the people into groups, with people who are "God fearing and trustworthy" (vs 21) over them to shepherd them. This is why we have a coaching structure in place.

**(Briefly describe coaching structure at your campus)**

It is Pastor Randy's heart that no one falls through the cracks, no one is left behind and everyone is cared for.

This is where YOU come in.

**At Bayside, there is a leadership culture and leadership values that guide us. These are the same values that guide our staff, they are:**

- 1. God First**
- 2. Others Focused**
- 3. On Mission**

So, a coach - a fully devoted follower of Christ - lives a life **that puts God first, is others focused and lives on mission.**

**You have been invited to the coaches table because we affirm these qualities in you and want to partner with you to develop them more fully.**

**As a coach what you do matters, but who you are matters more.**

Our time together is designed to lay the foundation for your own spiritual formation as it relates to the leadership culture and values here at Bayside. That's the "who you are" part.

The "what you do" part will be covered in a separate session with your Ministry Director. (Coordinator or Lead Coach)

Our training sessions will be devoted to unpacking each one of our leadership values.

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## Session 1 - God First

Matthew 22:36-40 The Shema **Read this a couple of times for them to Reflect on it**

The command is this:

To love God **completely**, others **compassionately**, and yourself **correctly**.

The gospel, the kingdom of heaven as Jesus taught us, is and always has been countercultural.

So, in this “me-first” culture we live in, our desire is to live in a way that puts God first. To live in a way that reflects “love the Lord your God with all your heart, with all your soul, and with all your mind.”

A fully-devoted follower of Jesus isn't perfect. A fully-devoted follower of Jesus is someone who desires to **know** more about Jesus so we can **become** more like Him.

### What does it mean to live a life that puts God first?

(let them toss out some ideas)

What are your greatest challenges in living “God first” in this culture?

(group share - leader share your own challenges too)

**Pause to pray for the group and the struggles they identified. (but read the room, if the sharing was light, skip this)**

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The Jewish people understood their culture through image, story, and discovery. Unlike the Western mindset that is data driven, powerpoint savvy and “get to the point” focused.

The image the Father chose to portray His relationship with His people was that of a Shepherd. They were a pastoral culture that understood intimately the role of a Shepherd.

**Psalm 23.** (Read this as participants note some traits of a shepherd)

This is the heart of our Father.

- The invitation is personal and relational.
- He is a provider, and protector. He refreshes, restores, redirects, and refines us.
- He is with us in every circumstance, He pursues us and He promises eternal life.

**Ezekiel 34:11-16.** (Again read this as participants note some traits and review)  
(pursues them, rescues them, care for them, feed them, give them rest, heal them, strengthen them, justice)

This is the heart of our Father.

**John 10:1-15** (Again read this as participants note some traits and review)

Shepherds often slept across the opening of their sheepfolds, guarding from predators and thieves with their own life. Jesus is painting a rich portrait of being both sacrificial provider and protector.

This is the heart of the Son.

**Read John 16:13-15**

This is the heart of the Spirit of God.

(unpack together the character traits of the Great Shepherd)  
Humble, sacrificial, surrendered, protector, provider, guide, etc  
A great Shepherd knows the condition of their flock, provides safe pasture, directs, guides.

## How do we live a life that puts God first?

**What are your daily (monthly, yearly) rhythms and habits that allow you to encounter God and put Him first as a way of life?** This is how we follow our Shepherd!

(discuss)

Let's briefly unpack the following concepts:

- Chose to win the morning - win the day
- Live a life surrendered to and empowered by the Holy Spirit
- Be disciplined for the purpose of spiritual formation
- Submit to the accountability of "one another"
- Live a relationally generous life
- Be a servant
- Be teachable, flexible, willing

**French writer and aviator, Antoine de Saint-Exupery wrote this,** "If you want to build a ship, don't drum up people to collect wood, and don't assign them tasks and work, but rather, teach them to long for the endless immensity of the sea."

The spiritual disciplines aren't tasks or work to do - they are the "ship/vehicle" that allows you to encounter the beauty and immensity of the "sea" (the Lord).

Put into practice the spiritual disciplines: prayer, solitude, sabbath, fasting, reading the Word, study of the Word, scripture memory, corporate and personal worship.

**What are the obstacles that keep you from practicing these things?**

(give tips, examples of how to grow in these areas)

**Pray**

**Homework:** Read Way of the Shepherd, (bullet some high points as you read) and put into practice one discipline you currently struggle with (let's name what we're going to do for accountability) - **will discuss next session.**

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## Session 2 - Others Focused

### Open with prayer

Matthew 22:36-40 The Shema (Reread the Shema - emphasizing love others)

Check-in from what we covered last week:

- How did our spiritual practices or sacred rhythms go?
- Share - Way of the Shepherd (quick high pts of book)

**As a reminder let's review from last week:**

#### A Bayside Coach:

... is a leader of leaders who **intentionally** helps others **grow spiritually, build community and develop leaders.**

**To accomplish this, there is a leadership culture and values that guide us. These are the same values that guide our staff, they are:**

- 1. God First**
- 2. Others Focused**
- 3. On Mission**

So, a coach - a fully devoted follower of Christ - lives a life **that puts God first, is others focused and lives on mission.**

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**Ps. Randy often says, “Life change happens in the context of relationships”, scripture teaches us the same!**

The phrase “one another” occurs 412 times in the New International Version. (e.g., honor one another, love one another, forgive one another, serve one another, submit to one another, confess to one another . . .)

## What does it mean to live a life that is Others focused?

Jesus lived His life this way (focused on others) and as His followers we want to model how He lived.

John 4:1-29 (Read aloud while participants make notes and then unpack together as a group) / Participants have lines to write down notes as scripture is read.

- He showed up where she was
- He honored her, pursued her
- He listened to her story, knew and met her needs, He gave her purpose
- He was gentle, kind, compassionate, empathetic, honest

Other important ways to model Jesus:

Jesus surrendered to His Father’s will: John 6:38, John 5:29

He came to serve not be served: Mark 10:45

## How do we live a life that is others focused?

We are a people who honor, value and respect all people wherever they are in their spiritual journey, because ALL people matter to God.

Knowing someone’s story, and **showing up** to meet practical needs is loving them well. In order to know someone’s story we have to spend time with them and listen.

“My dear brothers and sisters, take note of this: Everyone should be quick to listen, slow to speak and slow to become angry.”. (James 1:19, NIV) **That’s how I want to be known!**

**To be others focused is to listen well, love well and lead well.**

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## What it means to listen well.

Here are some tips for listening well: (model each one with in the moment examples)

### 1. Turn off all technology.

The TV, the phones, the iPads, anything with a screen! It's hard to be fully present in any conversation with those kinds of distractions. The best gift you can give someone is your full attention.

### 2. Maintain eye contact. Lean in. Open Posture.

It sounds simple and obvious but really, how many times has someone asked you a question and just as you were answering, they looked away at something or someone else? Listening involves looking. Listen not only to their words but their body language as well. Are they tense, relaxed, exhausted, fearful, anxious? These are all clues and cues to help you with number 3 - asking questions.

### 3. Ask questions.

Invite them to go deeper into their story, ask clarifying questions. Not sure where to begin? Instead of starting a question with "how's (your job) . . . ", try, "tell me more about (your job) . . . " **Ask them questions about their spiritual practices: What is your time with God like? What has God been speaking to you about?**

### 4. Practice "active listening" (vs reflective listening)

Regardless of what you hear, **suspend judgment and refrain from making critical opinion statements.** Resist the urge to turn the conversation to yourself - even if you have a relatable anecdote. Be generous of spirit in the way you listen. Be vulnerable and willing to understand the story behind the words of the other. Listening without judgment does not mean you have to be in agreement with their statements - it simply means you are willing to let them be heard and respect their humanity.

Listening to the heartfelt story of, say, a transgender person (insert whatever makes you defensive or frightened), helps reveal "the other" as a fellow human being rather than a stereotype.

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Active listening also means you are simultaneously listening to the Holy Spirit as well as discerning your environment and what is being said. This will inform how the Spirit leads the conversation.

## 5. Listen.

Just listen. Don't solve or fix. Listen to what they are saying and let that be enough. If your follow up response is, "you need to . . .", stop yourself. Instead, respond to what you are hearing and the emotion behind it. Sometimes only 2 words are needed as a follow-up, "I'm sorry".

### 1:1 tips:

- a. Take notes on your conversation afterwards
- b. ACE - affirm, coach, evaluate (always point out what they do well)
- c. Guide them in their next steps (**co-leading, Bayside Leader Training, mentoring someone themselves**)
- d. (be loving, compassionate, empathetic)

## Loving Well: knowing their story

### 3 Good questions to ask (story, pain, spiritual journey)

1. What's your Story?

How did they come to know the Lord, how/where did they grow up, how did they find Bayside . . . etc.

2. What are your biggest challenges/obstacles in your personal, spiritual growth?  
**(Pain)**

**Pain** (normalize pain, crush shame, deliver hope) - everyone has pain points in their stories, ask them where they are struggling, where they are hurting.

3. What is your time with God like? What has God been speaking to you about?  
**(Spiritual journey)**

## Leading well:

- Self-leadership (yours and theirs)
  - Through personal integrity. (lifestyle, no alcohol/tobacco at Bayside events/groups, guard your social media)
  - Through transparency and vulnerability. (authentic and honest)
  - Through personal spiritual growth and development. (practicing spiritual disciplines, self-led)
  - Through self-care. (body, soul, spirit)
- Inspect what you expect (trust and verify)
- Clear communication is kind and loving and builds community.
- Lead through conflict resolution and having difficult conversations.
  - When it comes to difficult conversations, **delivery trumps issue.** See notes on **Listening Well!**
  - The goal of listening is not necessarily to feel empathy (although it should) for the other (we are in conflict with), or validate their belief or ideas, or even change their mind in the moment. Our goal is to understand them. Pastor B stays “in” a conversation until he finds something that can celebrate together.
  - Always, always, always involve your lead coach/ministry lead before confronting a situation or having a difficult conversation. If not done well, this is an area where it’s easy to harm someone. We will always follow Matthew 18 and will always speak the truth in LOVE  
\*Starter lines: Help me understand . . . I need to seek understanding on something . . .
  - Everything goes UP . . . problems, venting, complaints
  - Honor by asking permission . . . may I share with you what I’m observing...

### Homework:

Right Now Media videos on . . . .”Whisper” By Mark Batterson

Peruse the gospels and take note of how Jesus interacted with others

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## Session 3 - On Mission

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Matthew 22:36-40 The Shema (Reread the Shema - emphasizing love others)

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### **What does it mean to live a life that is on mission?**

Simply put, being “on mission” is living a life that brings the good news of Jesus into every setting and situation. It is a “boots on the ground” mindset and lifestyle of knowing God and making Him known.

Living on mission requires having a confidence in who you are and Whose you are.

1 Peter 2:1-6 (Read and unpack)

Notes:

**vs 5 “stones”** is the same word used to describe the stone that covered the tomb of Jesus. When that stone was rolled away it was proof that Jesus lives. YOU be a living stone - living proof that Jesus lives.

**Kingdom of priests:**

Role of priests in OT (Lev) was to 1) put God on display, 2) help people navigate their atonement, 3) intercede on behalf of others, 4) distribute resources to the needy

Oh, let's live like this!!

Ephesians 1:3-23 (as this is read this, have someone write the key words on a wall post-it note)

Listen to the language of Paul - called, chosen, adopted, redeemed, lavished grace, given wisdom, an inheritance, sealed with the Holy Spirit of promise, given as a pledge...

Talk about a confidence builder! All because of grace.

It is being confident in your calling and purpose - in the general and in the specific.

There are things we are ALL called to, but what do you sense is your specific calling? (unpack)

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## How do we live a life that is on mission?

Be a life-long learner.

Share your story of faith (be fishers of men!)

Raise up new leaders:

Identify

Invest

Involve

Disciple/Mentor new leaders

**Panel:** Let's hear from some current coaches...

(Invite 2 coaches in your ministry that have some experience in the role.)

Greatest blessing/greatest challenge of being a leader?

What do you expect from your coaches?

How have you raised up a leader?

Q & A

## Read, Review, & Sign Coaches Covenant:

### What's Next:

Specifics training with Ministry Lead.

Coaches Commissioning Information