



STAFF FUN FACTS

Be prepared for God to use you in ways you have never imagined.



TIME OFF

- Generous amount of Paid Time Off (PTO)
- Holidays (Full-Time)
 - days after Easter
 - Memorial Day
 - Labor Day
 - Thanksgiving
 - week after Christmas
- Leading/Co-leading Bayside missions trips
- Bereavement Leave
- FMLA (Paid Maternity, Paternity & Critical Illness)
- Sabbaticals (Full-Time)
- Spiritual Retreats (Pastors)

• COMPENSATION REWARDS

Raises are performance-based. We are a non-profit organization and blessed by the sacrifice of others and their tithe.

• DOING MINISTRY

We get to connect with amazing people, incorporate our faith with our work, and have a ton of fun while doing it.

• DOING LIFE

All campuses come together once a month to be poured into, worship and have fellowship with one another. We do life together and encourage one another.



STAFF BENEFITS

Staff who work 30 hours or more per week are considered Full-Time and qualify for benefits.



How does it work?

We offer several medical plan options with UnitedHealthcare (UMR), and dental plan options with Guardian. Bayside covers over 70% of insurance premiums for employees and their family members.

403b options are also offered and matched up to 4%.

Basic Life and Long term disability insurance is covered at 100% for all employees.

Payroll is processed on a monthly basis. Payday is the last Friday of each month.

EAP

Bayside believes in caring for the spiritual and mental health of our staff and their families.

With the Employee Assistance Program (EAP) staff members and members of their immediate family (enrolled in UMR) are eligible for up to 8 visits per issue. Bayside Community Church covers 100% of the cost for those visits.

OPTIONAL BENEFITS

- Vision Insurance
- Voluntary Life Insurance
- Critical Illness Insurance
- Accident Insurance



WITH GREAT FUN COMES GREAT RESPONSIBILITIES



CHRISTIAN LIFESTYLE COVENANT

Serving at Bayside is a calling to ministry and much more than a job. When we as the church hire a person, they become a representative of the Bayside Community Church both on and off the clock. Therefore, we feel that your agreement with our beliefs regarding Christian Lifestyle is as important as the job skills that you possess. While we don't want to minimize your ability to perform administrative, communication, music, accounting, computer, custodial or other tasks, we want to stress the importance of all employees being in harmony with our standards of a Christian Lifestyle. Please review pages 10-11 of our Employee Handbook for specific details.

BLACKOUT DAYS

As we continue to love and serve our community, we host events that are all-hands-on-deck. Any PTO, Spiritual Retreats, or Sabbaticals will not be approved during the following events:

- Relate Conference
- Men's Night (Full-Time Staff only)
- Easter Services
- XII Conference
- The Gathering (Full-Time Staff only)
- Christmas Services

MATTHEW 18 POLICY

Offenses will come. When they do, we want to seek understanding, restore relationships, and move forward together. At Bayside, all staff are expected to practice Matthew 18:15-17

SERVING IN MINISTRY

Work willingly at whatever you do, as though you were working for the Lord rather than for people.

Colossians 3:23 NLT

More Information can be found in
our Employee Handbook