

Questions to Consider when Caring for your Staff

As managers, your schedules may sometimes become hectic and if not properly managed, life can feel like it's spinning out of control. This is the same for your staff. With both their work and personal lives', it's easy to forget that they're also human and need to take a break, to spend intentional time connecting with God, as well as family and friends.

At Bayside we like to encourage managers to check in with their direct reports monthly to ensure that they are working on the correct priorities, and are doing well in balancing ministry and life's demands. When you come across a situation when someone in your staff isn't doing well, here are some questions to consider:

- Who is your employee's Pastor, and who do they meet to process life?**
 - It's okay if this isn't you. But please check with them to make sure they have someone they are talking to.
- Is your employee burning out?**
 - What has their work schedule been like? Are they just feeling overwhelmed?
 - If yes, contact HR to discuss options for time off as well as EAP options.*
- Has his/her current position outgrown their capacity? Has their passion changed?**
 - If yes, talk to Campus Pastors/Senior Associate CPs about other position options at Bayside.
- Is he/she experiencing a family or financial crisis?**
 - If yes, please contact Veronica Seleska for Care next steps.

Thank you for caring for your staff!

Our goal is for Bayside to continue to be a life-giving working environment for everyone.