

# BAYSIDE

# *Culture & Values*

## INTRO:

### **VALUES SHOULD BE -**

- Authentic      *(Who We Are)*
- Aspirational      *(Who We Want To Be)*
- Inspirational      *(What We Want To Develop And Deploy)*

LOVE WELL - LIVE WELL - LEAD WELL



# HEALTH

## HEALTH IS MORE IMPORTANT THAN GROWTH

Nothing great happens through you until it happens in you! The closer you get to the core of a church – the healthier it should be! The best gift we ever give our ministries is spiritual and relational health. Therefore, we are committed to daily bible study and prayer, weekly experiencing God in worship and living with accountable relationships in a small group. We are committed to remembering that the most important person you will ever lead is -- yourself!

# HUMILITY

## WE ARE CALLED TO BE SERVANTS – NOT CELEBRITIES

No staff thrives when the people in it catch the *disease of me*. The moment we start thinking our part is bigger than what we are a part of, it begins to destroy culture and bring separation. We are called to care more about Jesus' fame than our own. At Bayside, we like to keep the main thing the main thing, which is glorifying God – not ourselves.

# INTEGRITY

## WE WILL LEAD BY EXAMPLE

*We will honor Christ and His church with integrity.*

If we live with integrity, nothing else matters.

If we don't live with integrity, nothing else matters.



# SERVANT-HEARTED

## PEOPLE ARE NOT INTERRUPTIONS TO YOUR MINISTRY, THEY ARE THE MINISTRY!

People are the point! Jesus never died for a Podcast. Jesus spent the majority of his time building into people. Everyone matters to God and ought to matter to us. It's often the little things: Am I growing in treating other staff and volunteers and members like family? Am I consistently friendly? Am I growing in demonstrating care, concern and respect for others? Am I responding to email and phone calls in a timely manner? Do I show up to meetings on time? Do I get excited about making someone else successful?

# JOY

## WE WILL SERVE THE LORD WITH GLADNESS

Being spiritual - doesn't mean being miserable! Traditionally, church and fun don't go hand in hand. The next generation will be influenced by Christians who are vibrant, inspirational, confident and joyful. Life is meant to be enjoyed, not endured. Let's take God seriously, but not ourselves. Lighten up! The joy of the Lord is still our strength.

# PASSION

## WE WILL DIG HOLES IN ROOFS!

Just like the friends of the paralyzed man dug a hole in a roof to get their friend to Jesus – we will go to great lengths to get people in front of Jesus. Why? Jesus believed people were worth it! Worth the work, the cost, and the chaos. Worth laying His life down for. “Why do we have 35 Christmas Eve Services? We are digging a hole in the roof. Why do we have 49 Breakaway Kids Camps? We are digging a hole in the roof. Why did we drop 50,000 Easter eggs from a helicopter? We are digging a hole in the roof. Why do we have the stage, the lights, the music, the weekend culture we have? We are digging a hole in the roof. We are helping people see Jesus who might not see Him any other way. Lack of creativity is really just a lack of effort. *We are called to be fishers of people! Let's stay committed to putting more hooks in the water!*

# FAITH

## WITH GOD ALL THINGS ARE POSSIBLE

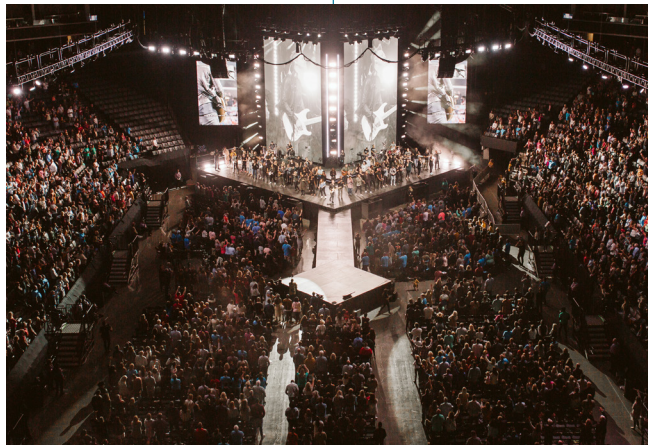
We are faith-filled, future-focused risk-takers. The key to God-honoring ministry to live with God-sized faith. It is too easy to be ruled by what can't be done. What we can't afford. What we don't have time for. What we are afraid we'll be criticized for...there's always a reason why not. But we are more afraid of missing opportunities for kingdom impact than making mistakes.

To reach people no one is reaching, we will have to do things no one is doing. We surround ourselves with can-do people. When you live with a can-do mindset, it's amazing how you can find a way. Jesus Himself said, "with God all things are possible."

# COMMITMENT

## THIS IS MORE THAN A JOB, IT'S MY CALLING

We are saved and called for God's purposes. What we do is a calling, not just a job. Jesus talked about the spirit of hirelings in John 10. He said, "I am the good shepherd. The good shepherd gives His life for the sheep." He goes on to say that he who is not the shepherd, one who does not own the sheep, sees the wolf coming and... they are out of there. That's the spirit of a hireling; they are just there to do a job, make money and get on to the next thing. A hireling spirit won't stand with you when tough times come. But those who live saved and called for a purpose are there in the good times and the bad times. If not, we become minimum-people. Minimums say, "What time do we have to get there? Do I have to come? Do we have to stay very long? Imagine if Jesus said to God about going to the cross, "Do I have to? How long do I have to stay up there? Do they have to use nails?" Aren't you glad that wasn't the spirit of our Savior? If you try to build with people who think in minimums, that's what you end up getting. We want shepherds with God-sized vision who are *committed* because they are *called*.



# FAMILY

## WE ARE ALL "US"

All people are created in the image of God! All people matter to God! There is far too much division in our culture and sadly in our churches. We believe a unified church could be God's way of healing the divisions in our community and culture. Racism, discrimination, injustice, and division break the heart of God.

We believe diversity is a picture of eternity. We are doing something here on earth that is in anticipation of what is to come. We begin with the end in mind.

# LOYALTY

## I AM NOT ON THE GOSSIP TRAIN

"Let no unwholesome word..." EPHESIANS 4:29:  
Nothing destroys a team like gossip. If you check your phone and it's all updates on the latest rumor, you should probably ask yourself, "why are they telling me?" We want to be the kind of church where we are the last to know about the latest gossip and the first to shut it down. Conversations can quickly become toxic in a fast-paced environment, rise above it - elevate the conversation. The Bible encourages us to talk to people, not about them. Replace rumors with encouragement - you'll be the most loved person on staff

# FLEXIBILITY

## IMPACT OVER PROCESS

Blessed are the flexible, for they will not be broken. Many American churches have been afraid of change. Growth requires change. We are a "best idea wins" culture. So, if a better idea comes along, that will lead to greater impact for the Kingdom of God - we will be open to change.



## TEACHABLE

### SEEK FEEDBACK

*"The way of a fool is right in his own eyes, but a wise man listens to advice."* PROVERBS 12:15

All growth and development begins with awareness. Feedback is the best vehicle to bring awareness. Most people think that there are two types of people: open to feedback or closed to feedback. We strive to be a third type: seeking feedback. Leaders are learners. Teachability isn't only for the amateur, it's a sign of maturity. If you are unteachable or can't easily be told or taught, you will drift away from what God has for you. Is there someone in your life who loves you enough to look you in the eye and tell you what you need to hear? If you keep a teachable spirit, then you can build a beautiful culture that will build the kind of team, ministry, business or church that is a magnet to people.

## TEAM

### DON'T GO IT ALONE

No ministry can hire enough people to meet the needs. We have the best resources in the world: our people. The most valuable person in the church is a volunteer. Our goal is to turn the audience into an army. We will recruit, equip, and build teams of volunteers to do the work of ministry. Get people from being in the crowd to be in the cause. This is the way leadership and impact exponentially grow. The most valuable staff people are the ones who get this. At Bayside, we get things done through volunteers, therefore - learn to recruit, train and develop people.

## PEACEMAKERS

### DECELERATE DRAMA

*"A gentle answer turns away wrath, but a harsh word stirs up anger."* PROVERBS 15:1

We are peacemakers, not troublemakers. We will be good at decelerating drama. A mark of maturity is a decreasing amount of drama. We will not pour gas on a tense situation, rather we will soothe and resolve conflict.

*Bayside*

- ENERGY OVER EXCELLENCE -

THERES A DIFFERENCE BETWEEN BEING **GREAT** AND BEING **PERFECT**.