

Bayside Leadership 101

How to Identify & Develop Leaders & Coaches

February 2021



Leader Definitions

A Leader is a person who leads a group/team of 3 or more people, focusing on two things;

1. Relational connection with their group
2. The responsibilities of the ministry they serve in.

A leader's lifestyle should be consistent with living out a biblical worldview. They are committed to the vision of Bayside Community Church.

The requirements to be a leader are as follows:

1. Profession of faith in Jesus Christ as their personal Lord and Savior.
2. Completion of the Growth Track.
3. Completion of My Leadership.
4. Completion of any ministry specific training required.

How to Identify & Develop a Leader

Leader Identification

1. Get to know their story - Relationally connect with the potential leader.
2. Get to know their interest & competency - Assess their area of interest and understand their Core Motivations to determine a good leadership spot for them.
3. Get to know their character. You are not looking for perfection, but you are looking for intentionality and growth. Ask about their -
 - a. Time with God
 - b. Marriage / Relationship
 - c. Kids
 - d. Job



Leader Development

1. I do, you watch, we talk.
2. I do, you help, we talk.
3. You do, I help, we talk.
4. You do, I watch, we talk.
5. Establish ongoing relational connections with the new leader. This could be you or ideally, their Coach.



Coach Definition

A Coach is a person who coaches 3-5 leaders focusing on three things:

1. Relational Connection and helping to spiritually develop the leaders they coach (primary) & the members (secondary) in the groups they coach.
2. The responsibilities of the ministry they serve in.
3. Identifying and helping to develop potential new leaders.

A coach's lifestyle should be consistent with living out a biblical worldview. They share the responsibility to help pastor and shepherd the people of the local church.


The requirements to be a coach are as follows;

- 1.) Meets the criteria of a Leader plus -
- 2.) Leader of a group/team for at least one year.
- 3.) Potential coach panel interview & Campus Pastor Approval.
- 4.) Declare a ministry to serve in.
- 5.) Completion of CIT & CC.

How to Identify & Develop a Coach

Coach Identification

1. Connect at a deeper level relationally.
2. Evaluate their ministry specific competency - would you want to reproduce who they are and how they do what they do in other leaders?
3. Assess Core Motivations - Are they wired to lead?
4. Go deep in conversation around Character
 - a. Time with God - Prayer Life, Daily Quiet time
 - b. Marriage / Relationship
 - c. Kids
 - d. Job

- 
5. Assess their heart to be a leader of leaders. Do they have the ability to connect with the hearts of leaders and come alongside them to help them grow? Do they have a heart to pastor people?

Coach Development

1. Invite a potential coach to meet and talk about what a coach is, what a coach does, and the time commitment.
2. Invite a potential coach to shadow an existing coach.
3. Conduct a panel interview with the potential coach.
4. Obtain approval from Campus Pastor.
5. Invite the potential coach to a Coach in Training group.
6. At some point during CIT check in with the potential coach to ensure that they feel comfortable moving forward.
7. Support and celebrate them at Coach Commissioning.
8. Assign the coach to 3-5 leaders.
9. Establish ongoing relational connections with your new Coach.

