



Servant Leader Guide

Coaching Overview

Our Goal: To continue the Broadmoor discipleship process by taking a person on a journey of learning to give their life away through service.



2 Ways to Connect

1. Finish membership process
2. Find the process on our website

For Coaches

1. The process must be highly relational
2. The process must be personal for the person
3. The process concludes when a person is handed off to a staff member and clearly understands service in relation to the discipleship journey.

1

Initial Conversation

- Introduce yourself and thank them for taking the next step in their discipleship journey as you give them the next steps.
- Remind them of Broadmoor's strategy and dive into the Serve portion of the strategy to help them understand how becoming a servant leader fits in their journey.
- Introduce them to broadmoor.org/serve as the webpage to go to for all servant leader items including the forms and servant leader opportunities."r.
- Visit broadmoor.org/serve and encourage the candidate to fill out the Servant Leader Interest Form before your next meeting.

2

Second Conversation/Meeting

Keep in mind, This section may take more than one meeting.

The Journey to Giving Your Life Away

1. **My story**—The Broadmoor Coach will hear the story of the person they are working with.
This helps the Coach get to know the person and lets the person practice sharing their story.
The Coach may share part of their story.
2. **My hobbies** – Leading question...What are you really good at?
3. **My passions** – Leading question...What do you enjoy doing?
4. **My experiences** – Leading question...What are some experiences that have happened in your life (good and bad) that have shaped you into the person that you are today?
5. **My gifting** – Leading question...Do you know your top 3 spiritual gifts?
6. **Connection** – Leading question...Can I show you how all this fits together?

The Coach will then connect:

Story | Passions | Hobbies | Experiences | Gifting

Assisting your person

Help the person see how all these things have prepared them to give their life away in service.

The Coach will use the servant leader interest form, filled out by the person, to affirm their assessment of themselves and introduce new roles that would fit how God has wired them.

Have them download the servant leader interest form at broadmoor.org/serve and begin praying through and considering opportunities.

3

Final Conversation

Broadmoor Coach Hand Off to Broadmoor Staff

1. Call Broadmoor staff member and introduce the person to them. Please send any notes and your summary sheet to the staff member before calling them.
2. Offer to bring the candidate to meet Broadmoor staff for a first meeting.
3. Follow up regularly with Broadmoor staff member for accountability purposes and to ensure a timely connection to a place to serve.

Be sure to Infuse values, mission statement, and outcomes



Servant Leader Guide: Process

STAFF

Magnolia

- Send the Membership Interview document to Sid
- Create a folder in Serve for each name
- Add information to the tracking spreadsheet

COACHING TEAM

Sid

- Coaching Team takes over after membership is complete/Senior Staff vote.
- Sid/Leadership Team receives new members/Membership Interview
- **Connect by phone** – Send My Passions/Hobbies/Life Experience document by email and ask them to complete it and send it back to team member.
- Completion of the My Passions document triggers setting up the first meeting.



1

MEETING 1 (IN PERSON)

- Explain the continuation of the Discipleship Journey at Broadmoor – Serve is the next step.
- Help them continue to take ownership of Broadmoor's strategy (worship, groups, serve). Do you have questions about worship or groups? I am here to walk with you through the serve part of our strategy.
- Hear their story. We want them to continue getting used to sharing their story. Informed by the information in the membership interview form, listen to their story, looking for events that may influence their service opportunities.
- Walk through what they marked in their My Passions/Hobbies/Life Experience document. Ask questions and take good notes as you help them begin to narrow their options.

Assignment: Cottonwood Creek spiritual gifts inventory

2

MEETING 2 (IN PERSON OR ZOOM)

Note – This section may take more than 1 meeting.

- Walk through the spiritual gifts inventory. Ask them if they have questions about the survey.
- Together...Look at the felt passions that they marked and the spiritual gifts inventory and connect some dots for them. Help them begin to understand how passion and gifting work together to narrow the list of service opportunities.
- Walk through hobbies and life experiences with them and connect how passion, hobbies, life experiences, and spiritual gifts are things that God uses to shape you for service.

Assignment: Review your passions, hobbies, life experiences, and spiritual gifts and circle 5-6 areas that you feel God has made you to serve.

3

MEETING 3 (IN PERSON OR ZOOM)

- Before this meeting, the Coach will have reviewed the candidate's passions, hobbies, life experiences, and spiritual gifts. Be prepared to help the candidate narrow their list to 2-3.
- Discuss the 5-6 areas with the candidate. Give them an opportunity to explain why they circled the 5-6 areas. Listen carefully for clues that will help you narrow the choices. Ask questions.
- Work with the candidate to narrow the list to 2-3. Finish the meeting by asking them to pray over the next week and ask the Lord to clearly point out where they should serve. By this point, any of the 2-3 options should fit well.
- Coach, make yourself available over the week to check in with the candidate to see how they are doing and answer any questions that may come up.

4

MEETING 4 (IN PERSON)

- We want this meeting to be in person as you celebrate the journey with the candidate.
- In this meeting, help them determine the order of the 2-3 choices that they feel God leading them to serve.
- Explain to them that you will contact the staff member in the selected area to connect with them.
- Staff will contact you to set up a meeting for onboarding.

Coaching Team Member

- Contact the staff member by phone and give them a synopsis of the person that you will be handing off.
- Send any information that the staff member may need to prepare them to meet and onboard the candidate.
- Follow up with the staff member one week later to make sure that contact has been made and that the candidate is in process. If follow-up has not been started, please email Jay Fletcher (jfletcher@broadmoor.org) and he will check in with the staff member.

