



Helping New School Ministry Team Members

Your new workers and your school ministry will be blessed when you intentionally and proactively work to onboard and orient new members to your ministry team. Below are some suggested focus areas for success with steps to ponder and implement:

Remember that onboarding really begins during the Call deliberation process. Beyond communicating the duties associated with the Call, paint a clear picture of your ministry's core values and overall desired ministry culture. Expectations connected to your core values and ministry culture should be shared so that the worker sees as clear a picture as possible while deliberating. Be sure to share pertinent documents as well, such as the various school handbooks.

Continue communication during post-decision time. Often there is a tremendous amount of back-and-forth during the deliberation process; but once the Call is accepted, communication tends to drop significantly. This is to be expected because everyone is so busy with the day-to-day but checking in from time to time is appreciated by the new worker, especially when a Call is accepted with a significant portion of the current school year remaining.

Give attention to the spouse and children. Many workers are married with children. Giving attention to them and their questions and concerns during and after the deliberation process acknowledges your understanding of the many roles and responsibilities Called workers have. (Also consider the needs of single workers whom the Lord may send to you.)

Coordinate the onboarding schedule with key people. Besides onboarding and orientation time with the pastor, president, and principal, consider with whom your new Called worker needs to meet prior to the start of the school year (e.g. technology leader, athletic director, HR person, etc.). Getting these meetings scheduled as soon as is realistically possible will help the Called worker ease into his/her new world and will reduce stress and anxiety.

Schedule a social engagement or two. Try to schedule one or two social engagement opportunities before the school year begins so your new worker gets to know your people in a more relaxed setting - things like a cookout for families, a faculty trivia night, a dinner out, etc. Schedule another gathering a month or two into the school year as well.

Empower your new Called workers to share what they see. Sometimes fresh eyes are the best eyes. Encourage your new worker to share constructive thoughts about what they see as they begin their service. Perspectives and experiences from new people can help us improve in areas no one noticed needed attention.

Be proactive in checking on your new people after the school year has begun. Those weeks leading up to the start of the school year are intense, but even more intense is diving into the school year. Regularly check in on your new Called worker. Stagger between short quick check-ins and scheduled time to talk a bit more at length.

May the Lord bless your efforts to welcome and prepare your new Called workers and their families!