**Induction for teachers new to St Peters College, Indooroopilly, Queensland**

We have two dedicated induction days for new staff. Most of this is organised by HR (and includes a lot of paperwork and receiving of badges, cards, keys and computers, but the chaplains are given a little bit of time to talk with the staff). Yesterday was a bus trip to Springfield and Ironbark – it’s as much a social “getting to know you” outing as it is a chance to see those places that they might not otherwise get to see. During the bus ride Adrian explains some of the culture and history of the school (especially useful to do on the trip, since Ironbark is a very formative experience for the kids, and it’s a real rite of passage).

This morning was chaplaincy’s 15 mins of fame, after Adrian started with a devotion which talked about the spiritual and devotional life of the school. I then introduced the ministry team & which areas of the school we work in. I gave them an overview of the devotional life of the school & showed a schedule of when chapels happen (including congregational worship). We talk about the opportunity for Holy Communion at some staff services & what it means for people if they’re not sure about receiving communion. I give them a quick overview of Pathways & why we run it. And then I give them the “show bag” – which is not only an informative pack, but is also fun and contains a mini devotion as I talk them through the contents. I then finish with a fun photo blessing (again, with thanks to Paul Smith since it’s something that I stole from him years ago!).

So what does the pack include? Well, it changes a bit from year to year depending on what I get hold of from the cheap shop. I’ve attached a pic to help illustrate it.

* *What is a Lutheran?* booklet (It’s been recently updated by the tract mission, but I’m using up my old stock) – it’s a good, simple overview of what the Lutheran church teaches
* *Prayers for life* booklet (Contains a few prayers for different times of the day, many traditional, and speaks to the fact that prayer is very much a part of daily life)
* *Daily Devotion* booklet ( I think it’s called and produced by the Tract Mission). It’s a great overview on how to put together a simple devotion – fantastic resource.
* Tracts – *10 Values of Lutheran schooling* – they can stick them up by their desk or in the classroom – great way to keep them in mind.
* *The Lutheran Ethos at St Peters* brochure– A document we put together last year to outline what our ethos is and how this is lived out in the school. I let them know that this is one of the things that they’ll hear referred to at Pathways.
* *LEA Lifelong qualities for learners* brochure – a link to wider schools information and a teaser for some of what we’ll address at Pathways
* *Potentially Acrimoniously Acronymic* is a fun printed brochure Paul Smith put together years ago, and I’ve kept it going. It’s a guide to LCA abbreviations, and it gives them a chance to glance over some wider church groups and see a connection with the wider church.
* Old staff for new staff brochure with photos & positions of various leaders in the schools so that they can start to get to know faces and who to contact for various things.
* Sachet of coffee – for those late night marking/report writings
* Chamomile tea – for when they need some time out (quick mention of work-life balance there)
* Minties – for those moments when they need a mintie (and the chaplains are there with more if & when needed, as well as a listening ear)
* Marbles – so that when they feel like they’ve lost their marbles, they can know that they still have them
* Party popper – to start the year off with a bang, but also to remember to celebrate and have fun
* Glow stick – In dark times they have a light, and they are also able to be a light to others
* Easter eggs – because daily we celebrate the Easter event. Without that, without Christ in our lives, our school would not be here, and we wouldn’t have something really unique and important to offer our students

That was this year’s offering. Other years I’ve used balloons (celebration), hat protectors (for those rainy days on yard duty), key ring (don’t want to lose the expensive keys & it helps if it has a Christian message on it), Fantale lollies (sharing our stories), Tract mission bookmarks with books of the Bible on the back, could even include a little Gideon NT if a school had some lying around, or a Bible reading tract. Really, it’s amazing what you can start to include as you look around.

In the end, what we try to do is fun and relaxed, but outlines a few important things to do with Lutheran schools and how we as a chaplaincy team can assist staff, as well as giving them a bit of a concrete example of things that will come up as we do Pathways. We don’t have many opportunities at our school to meld Pathways in with Staff meetings, so it has to be dedicated PD time, so I want to sell the program as useful, fun and interesting and not a theological drone-fest that has to be reluctantly endured (not that I use those words! ). I believe that it’s important that people have a chance to chat and get to know one another as they get to know the school. I believe that you don’t need to throw to much information on them at the get-go, but rather give them some resources to fall back on initially and more importantly demonstrate how God is in the day-to-day (and unpack what that means down the track).

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