

Welcoming Ritual for a New Team Member

Team history

Begin by having each member of the current team describe how they came to this work and specifically to this team.

Questions for a new team member

Invite the new team member to answer the following questions. Share the questions with the new team member prior to the welcoming ritual so they have time to reflect on their responses.

Current team member asks: What brings you to this work?

Current team member asks: What brings you to this team?

Current team member asks: What are you hoping for?

Current team member asks: What are your dreams?

Team vision

The team leader(s) describe the team's vision including the team's values (what is most important at the end of the day), the team's philosophy (why they do the work the way they do it), and goals for the future (where they hope to be one, two, five years from now).

Reading

Current team members take turns reading the following poem in parts.

How to tell the truth by Paul Williams

Current team member:

When you just have to talk,
try being silent.

When you feel reluctant to say anything,
make the effort
to put what you're feeling into words.

This is a place to begin.

Current team member:

Pushing gently
against the current
of your own impulses
is an effective technique
for dislodging
and discovering
your truth.

Current team member:

How to tell the truth?
Taste it
and remember the taste in your heart.
Risk it
from the bottom of your love.
Take the risk
of telling the truth
about what you're feeling
Take the risk
of telling your loved one
your secrets.

Current team member:

It's true
you might be misunderstood.
Look and see
if you're willing to trust
yourselves
to misunderstand each other
and go on from there.

Current team member:

When someone speaks to you
and you feel yourself not wanting to hear it
try letting it in.
You don't have to agree that they're right.
Just take the risk
of listening as if they could possibly be speaking
some truth—
and see what happens.

Current team member:

Listen as if.
Listen as if you can't always tell
what the truth is.
Listen as if you might be wrong,
especially when you know you're right.
Listen as if
you were willing to take the risk
of growing beyond
your righteousness.

All:

Listen as if
love mattered.

Closing blessing

Current team member: May you be blessed with the courage to be silent

Current team member: May you be blessed with the strength to dislodge your own truth

Current team member: May you be blessed with the stamina to tell the truth with love

(Add additional blessings to make sure each current team member is included)

All: Welcome to this work, welcome to this team.