



# STAFF WOW

## Citizenship Welcome Bag

### Overview

Going through the Immigration process can become a long journey of administration and an anticipated sense of wanting to “officially belong” in the country in which a staff has served. This is a wonderful opportunity to capture and celebrate this important milestone in a way that conveys intentionality, creativity and fun.

### Preparing for the Moment

Ask the staff that is going through the immigration process to keep you posted along the way. Once they have received a confirmation of their residency status, send them a creative text. Bitmoji or other similar avatar apps can be a fun way to say an initial “Congratulations” in a fun way. Then, begin to prepare for a surprise get together, whether it be with staff and students, or simply as part of a staff meeting.

### Staff Needed

Email all staff and let them know when the surprise meeting will be. Invite them to be part of the experience, by signing a staff card, as well as asking for suggestions and ideas that will make the celebration more meaningful and fun. Don’t forget to let them know that it’s a surprise!

### Supplies Needed

Have a brainstorming session with your team and see how creative you can get! Consider the person you’re celebrating. Most items can be purchased at the Dollar Store or other inexpensive store.

- A greeting card signed by all the center staff, and CEO (if possible).
- Items that are, “American, Canadian, etc” and that have country flags or cultural significance. Some ideas are: mugs, candy, chocolate, pencils, pens, stationary, journals, books, gift cards.
- You can include small notes with the items that tie back to a favorite memory or their unique personality. The more personal and meaningful, the better!



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## **Budget**

This WOW experience can be very reasonably priced and fit into any budget. If Dollar Store items are used, the cost can be from \$10-\$20. Adding gift cards, or other more brand-specific items will increase the cost, but you can tailor the cost to your finances. There is also the option of asking staff to contribute.

## **Potential Partners**

While Dollar Stores are an inexpensive option, consider the value of shopping local! Also, don't forget your local business partnerships! Ministry partners will appreciate the opportunity to be a part of your meaningful care of staff.

## **Execution**

- Pick a date, time and place for your Citizenship Celebration.
- Send out an email to staff, reminding them of the surprise time.
- Assign staff to: Purchase country specific items, assemble them in a basket, gift bag, or in other creative manner.
- Choose a greeting card and assign them to ensure the card is signed.
- Food items like cakes and snacks can be purchased, or made at the center. You may have staff that love to bake!
- Invite your team to consider the possibilities! (A small skit or fun sharing time)