

# ONBOARDING

## EXODUS 29



'Onboarding' is corporate-speak for a program to help new employees join a company as smoothly and successfully as possible. The company uses a specially designed program to communicate the corporate culture and begin to build relationships. Such programs have been shown to improve staff retention rates and productivity.

Exodus 29 details God's onboarding program for priests that served in the Tabernacle. Exodus 28 gave the job description of a priest. Now in Exodus 29, we read about how God onboarded his priests so as to improve their retention rates and their effectiveness.

### LEARNING

#### ONBOARDING COMMUNICATES CULTURE

If onboarding is about communicating the culture of an organization, what does God emphasize about the Tabernacle's culture? The two main emphases in Exodus 29 are purity and forgiveness. Read through this chapter and you'll see these two truths again and again. God demands purity and God provides forgiveness.

GOD GIVES DEMANDS  
THEN GIVES WHAT HE DEMANDS.

But does the priest know God and can he relate to me? These are key questions to ask of any priest.

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## ONBOARDING BUILDS RELATIONSHIPS

If onboarding is partly about getting off on the right foot relationally, what are the key relationships in Exodus 29? The first is the priests' relationship with God. That's why there's so much detail about how the priest was to relate to God. Second, there are many verses about how the priest was to relate to other priests. And third, the passage concludes with how the priest was to relate to the people.

At the end of the onboarding, sacrifices were to be offered to God. **Aaron also and his sons I will consecrate to serve me as priests. I will dwell among the people of Israel and will be their God. And they shall know that I am the Lord their God, who brought them out of the land of Egypt that I might dwell among them. I am the Lord their God** (44-46).

GOD'S CULTURE IS NOT FORMAL AND FUNCTIONAL  
BUT PERSONAL AND RELATIONAL.

But will this priest stay at this job for long? Because of the onboarding, yes.

## ONBOARDING IMPROVES RETENTION

The initiation rituals detailed many steps to help the priests understand how valuable, important, and effective their work was. The more they understood how vital, meaningful, and successful their work was, the more they would want to stay in it and at it.

GOD'S PRIEST IS LONG-TERM AND FULL-TIME, NOT  
SHORT-TERM AND PART-TIME.

But does he know what to do and how to do it? Yes, he is highly effective.

## ONBOARDING INCREASES PRODUCTIVITY

The priests were given in-depth training in their onboarding so that they could approach their sacrificing task with confidence and skill. By the end of it, they knew what to do, how to do it, and why they did it. They were efficient and productive in their offering work. The end result was God connected with people and people connected with God (43-36)

GOD'S PRIEST IS NOT LAZY AND LETHARGIC  
BUT EAGER AND ENERGETIC.

LOVING

The whole book of Hebrews is devoted to telling us that Jesus is God's final, ultimate, and complete priest. He arrived to do his work already onboarded. He knows God's culture and is highly relational. Let's worship him as our forever priest who is highly energetic and extremely effective (Hebrews 5: 1-10; 7:11-28; 8:1-6).

LIVING

Use Jesus as the only priest that was perfectly onboarded to perfectly connect imperfect sinners to a perfect God.

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