



THE LEARNING-SERVING COVENANT

1. What is it?
 - a job definition
 - a learning plan
 - a covenant because it assumes call to ministry, mission, mutual accountability, a network of relationships centered upon Christ
 - a service plan that outlines specific tasks that are found in scripture and are part of the ordained ministry
2. Why have a Learning-Serving Covenant?
 - to make field learning and service more intentional
 - to spell out the various roles and responsibilities in field learning and service
 - to assure as much as possible the quality and quantity of learning and service
 - to make implicit goals, objectives, expectations and tasks explicit
 - to provide a basis on which supervision can occur
 - to provide foundation for a final review and summary of the experience
3. Executing the Covenant
 - the student should approach covenanting with learning goals and objectives generally in mind
 - settings and supervisors should already know multiple ways a student can be helpfully involved in their ministry. They should also know in broad strokes what a student might learn from and with them
 - supervisors should know something of their personal strengths and weaknesses in ministry, what they might teach a student and what they cannot teach
 - a (final) covenanting session should include the student, the supervisor and the lay committee, which will work with the student during the term
 - the covenanting process should last one to two hours
 - covenanting should occur in a comfortable and congenial atmosphere where all parties will be encouraged to share their expectations and goals for the intern experience
 - the final covenant should represent a creative interweaving of student goals, parish service objectives and specific tasks to be accomplished for the term
 - a significant part of the covenanting process should be spent in sharpening, focusing and identifying student goals, objectives, and parish expectations
 - the final document should be shared between the student, the



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supervisor, the lay committee and the Office of Field Education

4. Covenanting, Supervision and Evaluation

- covenanting is the overall design for an internship
- supervision oversees the implementation of the design, its incarnation
- evaluation compares results of the internship against the initial goals and objectives which launched it, insofar as these are “visible” and “observable”

5. A Good covenant

- reflects good advance preparation
- includes all important goals, expectations and arrangements
- raises and considers most appropriate concerns
- is clear and precise
- amends unrealistic expectations by students, supervisors, field setting
- includes all appropriate parties in covenanting process
- is used regularly in supervision

6. Timetables

- do not finalize a covenant until the student has been in the field long enough to know something of the setting
- forward a copy of the covenant to the Office of Field Education within three weeks of student arrival on site
- covenants are meant to be flexible instruments. Feel free to change them when circumstances require change.