**PROCESS TO CREATE A GROUP COVENANT**

“A relational covenant is the shared expectations and aspirations of a community or group as to how each member wants to be treated in the life of the community. A relational covenant becomes a set of promises to one another and to the community as a whole. These are more than rules about negative conduct and problems to be avoided. They are our shared values in action, expressed in a practical manner.” (JustPeace Center for Mediation and Conflict Transformation, *Engage Conflict Well*, 2001).

**Step ONE:** (Do this step with a partner.)

Discuss responses to the “7 Principles of Fierce [Authentic] Conversations.” Which of these principles do you feel are most important for our group? Why? What values do these principles promote?

**Step TWO**: (Divide into two groups. Each group needs two large sheets of paper with a large circle drawn on it, stickie notes, and markers.)

Discuss the following, making sure each person has a chance to respond:

* Describe how you imagine this practicum group might function as a supportive learning community for you during supervised ministry.
* To what values would you hope the group will be committed? List them on stickie notes and place so they are visible for the group as they reflect on the next question.
* Given the values we have listed, what specific behaviors reflect and promote our values and what behaviors do not?
  + 1. Each group is to write the desired behaviors inside the circle and unwanted behaviors outside the circle. Then, to deal with the unwanted behaviors, make sure that there is a desired behavior inside the circle that would prevent or discourage each of the unwanted behaviors. You can incorporate ideas and principles from the “7 Principles of Fierce [Authentic] Conversations” handout.
  + Appoint a spokesperson who will share your list of groups values and your circle of desired behaviors with the larger group.

**Step THREE:** (With full group present.)

Each group reports on their discussion of important values and behaviors for our group.

Note overlaps and differences in the circles of values and behaviors that should be included in our group covenant.

**Step FOUR**: A volunteer will commit to transforming these lists into a group covenant statement.