

## Guide for Developing a Learning Covenant

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### What is a Learning Covenant?

The Learning Covenant describes a three-way relationship between the student, supervisor/mentor, and the Office of Supervised Ministries. In *Commonwealth and Covenant*, Marcia Pally points out that a covenant is something like a Mobius strip in that “covenant...is a relationship of reciprocal concern, the commitment by each to give for the flourishing of the other, generously, not *quid pro quo*.” It is choosing to join together in mutual commitment, pursuits, responsibilities, concern for the other, and accepting the gift of consideration (advice, support) in return. (pp. 155-157) Making covenant means committing to reciprocal consideration-worthiness, reciprocal regard, and responsibility among persons.

### Why Learning Covenants?

- They help us take responsibility for the direction and progress of the learning process.
- They allow us freedom to bring our whole selves into expression through our unique gifts and values guiding the shape of our practice.
- They provide other people with a meaningful guide in supporting our learning, thereby encouraging collegiality and a sense of joining each other in a learning relationship.
- They clarify and challenge our commitment to learning.

*As you construct your learning covenant, consider these things:*

### What motivates learning?

- **Hope**
  - What would I be like if I were fulfilling my hopes? (Professional/Personal/Vocational characteristics)
  - What do I/others most enjoy about me that can be strengthened and used?
  - What hopes or dreams have brought me to this point? Are they still valid?
- **Inquiry**
  - What am I curious about?
  - What do I need to know to be engaged in leadership?
  - What resources are available to me while in my field of interest?
  - What do I already know that can be a resource to my development of pastoral (or ministerial) identity and authority?
- **Discomfort**
  - In what situations do I commonly struggle?
  - In what ways do I feel incomplete?
  - What behaviors commonly get me into trouble? How can I change them?
  - What hurts in my life? What does that say to me?
  - How do I want to be and act differently in three months?

### How does learning involve my whole self?

- **Intellectual**
  - What information, theories, concepts, do I want to know?
  - What competencies do I need to carry out certain tasks, understand and apply theories, and utilize knowledge and attitudes in a variety of situations?
  - What areas of professional and/or pastoral skills would I like to strengthen?

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- **Interpersonal**
  - What abilities do I have that enable me to relate effectively and connect with others within the context and expectations of a particular setting or environment? What abilities do I desire?
  - In what ways would I like to improve the way I relate with others?
- **Intrapersonal**
  - How would I like to use my experience, creativity and imagination?
  - How do I demonstrate/convey a sense of professional maturity and perspective?
  - What values or sense of meaning and purpose are important to me?
  - What personal attributes would I like to continue, change or strengthen?