

COMPOSING THE LEARNING COVENANT

Use a typewriter or word processor to complete the information requested below. Please repeat each question or subject matter in the heading for each item. Single-spacing within a paragraph and double-spacing between paragraphs is preferred. A total of two or three pages will be sufficient.

Give careful thought to your learning needs as you prepare your responses. Keep your comments brief and concise, but do not give superficial responses. This is your learning covenant in which you are intentionally stating objectives for yourself as you engage in this ministry. Your signature is your commitment to work on these objectives, and the signatures of your mentor and the Director of Mentored Ministry attest to their readiness to assist you in meeting these goals.

A. Job Description

1. Describe your specific duties in this project as agreed to by you and your mentor.
2. *Briefly* comment on how your duties correlate with your learning needs in preparing you further for Christian ministry (elaboration to be done under Learning Objectives).
3. State how your involvement in this project will help the church or organization fulfill its mission in the world.
4. Report any financial arrangements made.

B. Supervision and Resources

1. Comment on **what you desire in your relationship with your mentor** (mentoring qualities, availability, spiritual counsel, etc.).
2. List several **topics for discussion** (dates may also be included) beyond your immediate ministry tasks/concerns which you plan to proactively discuss with your mentor over the course of the 12-week unit. State how you would like to see the mentoring meetings handled or structured. *For suggested topics see below.*
3. Describe any **resources** (people, books, materials, etc.) you intend to utilize in meeting your objectives in this project.

C. Learning Objectives (unit-specific)

Comment on your learning objectives for the three areas listed below. Remember that your written evaluation later will ask you to assess your progress in meeting these objectives, and that your objectives are to be related to your learning and developmental needs. Although there may be some overlap among the three areas, be distinct and specific in your responses.

1. **Ministry Knowledge (Knowing):** Elaborate on the areas of knowledge you intend to gain from working in this project. This has to do with matters of content about given subjects that relate to ministry. Choose 2-3 measurable objectives for this term.

2. Ministry Skills (Doing): Comment on the ministry skills you want to develop in this ministry and what you will do to achieve this. Be specific, not general. Look at areas of professional development for yourself. Choose 2-3 measurable objectives for this term.

3. Ministry Character (Being): State the personal characteristics and attitudes you desire to develop in the project. Be specific. Do not focus on tasks or functions, but on personal qualities and attributes. Choose 2-3 measurable objectives for this term.

HELPS FOR WRITING A LEARNING OBJECTIVE

- Section C of the Learning Covenant-

There are three areas for which learning objectives are to be written: knowledge, skills, and character (knowing, doing and being). The following is a suggested method to help you delineate and develop these goals, specific to each unit/term.

To begin, take three pieces of paper (blank) and at the top place one area on each paper. These will serve as your worksheets to prepare you to write objectives for your learning covenant.

For each area, consider one, at the most two concerns for each area:

- a. A change that needs to take place.
- b. Some development that needs growth.
- c. A conflict/question/problem to resolve/answer/solve.
- d. A standard to be reached.
- e. An integration of theory and practice.
- f. A social or relational skill that needs refinement.

First, state the concern as succinctly as possible. For example, try beginning, "By the end of the term I need to..." (such as, discover my spiritual gifts; or, build leadership confidence; or, relate my theology of evangelism to child evangelism). Make sure that your objective is reachable. An objective is something that you can accomplish during the time of your mentoring relationship. Therefore, avoid life-goals.

Now, once you have gained an idea of concerns for each area, it is time for you to begin to formulate your objectives. Write two to four objectives for each of the three areas.

When you write your objectives, use the following example by asking the questions listed below:

- a. "By the end of this twelve week period, I want to be a more godly father by..."
- b. What will it look like when you achieve this goal? e.g., "By leading my family in home worship twice a week."
- c. How does your academic work relate to your goal? e.g., "By reading *The Reformed Pastor* and writing a summary on the pastor and his family."
- d. How does this relate to your relationship with your mentor? e.g., "By spending a mentoring session discussing the life of the pastor and family, and learning from my mentor how he/she deals with his/her family."
- e. What can reasonably be achieved in this time frame? e.g., "By interviewing fathers in the congregation and determining the climate of the church."
- f. What changes will you need to make? e.g., "By being home for dinner each weekday evening and assisting in the clean-up afterwards."

- g. Where will you need to go? e.g., "By going to the library and developing a bibliography on effective fatherhood."
- h. Who/what can be a resource for this goal? e.g., "By writing a reflection paper on the biblical aspects of parenting." e.g., "By discussing parenting with my spouse and then writing an integration paper on our discussion. This would include thoughts on how I might become a better father."

A learning objective is not complete without the following:

- a. A time frame (the duration of the placement)
- b. A purpose (addressing a concern or need)
- c. A standard (measure)
- d. Accountability (supervisor/mentor)

Remember: One of the purposes of mentored ministry is to stretch yourself. The challenge is to go beyond what you are comfortable with and work on areas that require work and growth for future ministry. *Suggested length of Learning Covenant, 2-4 pages; (Updates, 1 page)*

SUGESTED TOPICS FOR MENTORING SESSIONS

- Section B-2 of the Learning Covenant-

The following subjects are listed as suggested topics for discussion in mentoring sessions. Mentors and students should feel free to adapt these to individual needs. Remember, the emphasis is on learning. Shared experiences on the part of both the mentor and the student will enhance the learning process. Vulnerability, openness, discretion, and sensitivity are required. Use of reflection tools, tapes, feedback from others, etc., should be integral to the mentoring process.

Administration	Family life	Preaching
Assessment of strengths & weaknesses	Financial planning (personal & corporate)	Political issues
Baptism	Funerals	Professional ethics
Call to ministry	Home visiting	Readiness for ministry
Campus ministry	Hospital/nursing home	Sexual harassment
Characteristics of the community	Job description review	Social action
Christian lifestyle	Leisure time	Spiritual formation
Conflict management/resolution	Leadership styles	Success and failure
Counseling	Leading worship	Teaching
Denominational issues (procedures, policies, ordination requirements)	Leading observances of the Lord's supper	Termination
Devotional life	Missions	Theological issues of interest to the student
Discipleship	Ministry to special groups, i.e. youth, elderly, etc.	Theology of ministry
Evangelism	Office organization	Time management
Expectations from others	Organizational development	Urban ministry
Ethical issues		Weddings