

Emerge Learning Covenant

Between

_____ (intern),

_____ (mentor),

and

Emerge Church and Community Internship Program

Part I: Introduction and Overview

A. *Emerge* is a program for **discovering, exploring, and developing** one's gifts and callings through:

- an ongoing relationship between an intern and mentor
- weekend retreats that include classroom lectures in cooperation with Rosedale Bible College
- practical ministry in the local church or community
- directed readings

B. This learning covenant identifies intended purposes, desired outcomes, and procedural plans. It includes reflection on these three themes:

- **Purposes:** *why* the intern is in *Emerge*
- **Outcomes:** *what* the intern hopes to learn, the skills to acquire, the kinds of growth sought
- **Plans:** *how* the intern will pursue these purposes and outcomes

C. The learning covenant will be renewed at each weekend retreat. This allows the intern and mentor to identify purposes, outcomes, and plans for the upcoming term. It also allows for the intern and mentor to re-evaluate ongoing purposes, outcomes, and plans for participating in the *Emerge* program as a whole.

For example, one purpose for participating in the *Emerge* program *as a whole* might be to become a worship leader in one's congregation, with desired outcomes including the acquisition of skills for worship planning. But this broader purpose and these broader outcomes can be broken down into smaller purposes and outcomes for each particular term.

D. Requirements of the program include:

- Participation in the two annual retreats, with fall retreat attendance required of all interns and mentors. Winter events are required of all interns, with mentors warmly welcomed.
- Bi-weekly conversations between intern and mentor, guided by the values of honesty, confidentiality, safety, vulnerability, punctuality, and preparedness. Spiritual formation, character development, personal management, spiritual gifts, directed readings, and ministry assignments will all be part of the discussion to varying degrees.
- Directed readings to be completed over assigned period
- Ministry assignments in the local church or community

E. Participants join the *Emerge* program for a variety of reasons, at different stages in life, and with varying clarity about callings and giftings. Since any of these can change in the process of discovery and exploration, the relationship between intern and mentor may also change. The conference pastor can help manage these changes.

If the intern's callings and giftings are not fully known, the purposes, outcomes, and plans should be stated in tentative ways. For example, "I think I might have a purpose to _____ and maybe I want to be able to _____."

Part II: Purpose, Outcomes, Plans

A. Purpose

Long term: Why are you participating in *Emerge*? Examples might be:

- As a minister or ministering person, I want to learn and grow.
- To gain clarity about God's call to ministry in my life.
- To become a worship leader in my congregation.
- To start a ministry in my neighborhood.

1)

2)

3)

Short term:

1)

2)

B. Outcomes

Long term: What do you hope to gain by participating in *Emerge*?

The following are the areas of growth around which *Emerge* is organized. We anticipate every participant experiencing growth in these areas during their time in *Emerge*. Please identify the growth desired in each area:

1) Spiritual formation:

2) Character development:

3) Gift development:

4) Theological and biblical knowledge:

5) Community and mentoring connection:

What are the ministry skills you seek to acquire in the ministry assignments? Examples include:

Preaching Christian education Worship leading Visitation
Small group leading Counseling Discipleship Leadership
Administration Youth ministry Evangelism

1)

2)

3)

4)

C. Plans

Long term: What plan will you follow in the next year(s) to fulfill your purposes and achieve your outcomes?

1) Participation in the classroom experiences of weekend retreats

2) Bi-weekly conversations between intern and mentor, guided by the values of honesty, confidentiality, safety, vulnerability, punctuality, and preparedness.

3) Additional possibilities: Attend a conference or webinar, read books related to a particular topic, take a Bible college or seminary class, or shadow a practitioner who is doing what you would like to do.

4)

5)

Short term: What plan will you follow over the next several months to achieve your short-term goals?

1) When and where will you do your directed reading?

2) How (face-to-face, online, phone), when (length, dates), where (home, church, coffee shop) will you meet with your mentor?

3) How will you structure your times together?

4) How will you evaluate the way you are working as a team?

5)

6)

Part III: Covenant Summary and Signatures

By signing this covenant, we (intern and mentor) agree to the goals, outcomes, and plans named above.

In this relationship focused primarily on the intern, we agree to a relationship marked by:

- **Honesty** (We will speak the truth in love.)
- **Confidentiality** (We will not share issues and concerns outside this relationship without permission except when someone is in danger or is being hurt.)
- **Safety** (We will honor personal and professional boundaries within a safe environment and relationship.)
- **Vulnerability** (We will share conversation about life, ministry, and development issues.)
- **Punctuality** (We will be prompt for appointments and phone calls out of respect for each other.)
- **Preparedness** (We will come prepared to each meeting.)

“Before God and each other we commit ourselves to this relationship.”

Intern _____ Date _____

Mentor _____ Date _____

Conference Pastor _____ Date _____

Witnessed by (optional)

Congregational Rep _____ Date _____