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WORD AND SACRAMENT MID-YEAR EVALUATION SUPERVISOR

Seminary: _____ Congregation/Institution: _____

Name of Intern: _____ Internship Committee Chairperson: _____

Address: _____
CITY STATE POSTAL CODE

Dates of Internship – From: _____ To: _____
MM/DD/YYYY MM/DD/YYYY

PART 1 — ASSESSMENT OF SKILLS NEEDED FOR PASTORAL LEADERSHIP: COMPETENCY LEVELS

“Competent” refers to the level of performance expected of a first call pastor.

A. Leadership

Consider the intern’s leadership in serving God’s mission in the world (for example: through the congregation, in partnership with the ELCA - including synods and churchwide - and with ecumenical partners).

Level of Competence: Not yet competent Competent

Please explain:

B. Theological Articulation

Consider the intern’s ability to speak clearly and with insight about the Christian faith from a Lutheran perspective.

Level of Competence: Not yet competent Competent

Please explain:

C. Leading Worship

Consider the intern's poise and presence, voice and language as s/he reads scripture, leads prayer and conducts liturgy.

Level of Competence: Not yet competent Competent

Please explain:

D. Preaching

Consider biblical interpretation, connection to the congregation/community, use of illustrations and organizational clarity, as well as delivery of sermons.

Level of Competence: Not yet competent Competent

Please explain:

E. Teaching Adults

Consider teaching methods including the ability to facilitate discussion and create a comfortable learning environment as well as the quality, depth and presentation of concepts.

Level of Competence: Not yet competent Competent

Please explain:

F. Teaching Youth and Children

Consider both material and presentation for various age groups.

Level of Competence: Not yet competent Competent

Please explain:

G. Evangelism

Consider the ability to welcome and interact with strangers as well as offering a witness to Jesus Christ.

Level of Competence: Not yet competent Competent

Please explain:

H. Pastoral Care

Consider the ability to develop trusting relationships, listen empathetically, respond to crisis and grief situations, discern the needs of people and respect confidential information.

Level of Competence: Not yet competent Competent

Please explain:

I. Administration

Consider the intern's ability to work with committees, deal with change and conflict, respond constructively to criticism and accomplish tasks in a timely manner.

Level of Competence: Not yet competent Competent

Please explain:

J. Stewardship Leader

Consider the intern's ability to articulate and model Christian stewardship of life, talents and money in pastoral leadership and personal life.

Level of Competence: Not yet competent Competent

Please explain:

K. Leadership of Social Ministry

Consider the intern's sensitivity to issues of need and justice in the community and her/his ability to empower others to respond out of their faith commitment.

Level of Competence: Not yet competent Competent

Please explain:

PART 2 — ASSESSMENT OF PERSONAL CHARACTERISTICS NEEDED FOR PASTORAL MINISTRY

A. How would you describe the intern's sense of "call to ministry?"

B. How effective has the intern been in accomplishing his/her learning/service goals?

C. How prepared do you think the intern is for the realistic demands of ministry?

D. Describe the nature and quality of the intern's relationship with:

1. The internship committee.

2. The pastor/supervisor.

3. The staff.


E. How would you describe the intern's general temperament/disposition as has been experienced in the congregation (e.g. - angry, nervous, confident, casual, careless, serious, joyful, flexible, controlling, adaptive, etc?)

F. How would you describe the intern's ability for self-awareness and response to feedback?

G. How would you describe the intern's work habits?


H. Please describe the intern's best gifts and passions for ministry.

I. Please identify areas which need further growth. What new insights, knowledge, or skills does the intern need to become more fully competent for pastoral ministry?

Supervisor's Signature: _____  Date: _____
To unlock form, right-click on signature and select Clear Signature. MM/DD/YYYY

PART 4 — INTERN'S RESPONSE

- I have read my supervisor's assessment and agree that it is a fair evaluation of me and my internship experience.
- I have read my supervisor's assessment and agree with the evaluation with the following exceptions or additions:

Intern's Signature: _____  Date: _____
To unlock form, right-click on signature and select Clear Signature. MM/DD/YYYY