



# Evangelical Lutheran Church in America

## Intern's Final Evaluation

Seminary

Name of Intern

Name of Supervisor

Congregation/Institution

Address

Address

City State Zipcode

Term / Dates of Internship

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to

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The Evangelical Lutheran Church in America requests a single paragraph that can be shared with the appropriate synodical/churchwide personnel as part of the approval and assignment process. Keeping within the limited space below, provide a thumbnail sketch of the internship experience. Note the most important learning or insight from the internship experience and how the experience does or will shape the coming year and your ministry.

(You may wish to complete the balance of this page after completing the following pages.)

### SUMMARY RECOMMENDATION / PARAGRAPH

Please check one of the following, which will summarize your recommendation to the seminary:

- Unconditional recommendation for pastoral ministry in the ELCA
- Conditional recommendation for pastoral ministry in the ELCA
- Not recommended for pastoral ministry in the ELCA

**Part 1: Assessment of Skills Needed for Pastoral Leadership: Competency Levels****A. Leading Worship**

Consider your poise and presence, voice and language as you read scripture, lead prayer and conduct liturgy.

Level of Competence:  Not yet competent  Competent  Exceptional

Comment:

**B. 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  Exceptional

Comment:

**C. 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  Exceptional

Comment:

**D. Teaching Youth and Children**

Consider both material and presentation for various age groups.

Level of Competence:  Not yet competent  Competent  Exceptional

Comment:

**E. 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  Exceptional

Comment:

**F. 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  Exceptional

Comment:

**G. Visionary Leadership**

Consider your attitude about the ELCA, ecumenical relationships as well as your ability to provide leadership for mission.

Level of Competence:  Not yet competent  Competent  Exceptional

Comment:

**H. Theological Understanding**

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

Level of Competence:  Not yet competent  Competent  Exceptional

Comment:

**I. Administration**

Consider your 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  Exceptional

Comment:

**J. Stewardship Leader**

Consider your ability to articulate and model Christian stewardship of one's life, talents and money.

Level of Competence:  Not yet competent  Competent  Exceptional

Comment:

**K. Leadership of Social Ministry**

Consider your sensitivity to issues of need and justice in the community and your ability to empower others to respond out of their faith commitment.

Level of Competence:  Not yet competent  Competent  Exceptional

Comment:

**Part 2: Assessment of Personal Characteristics Needed for Pastoral Ministry**

A. How would you describe your sense of "call to ministry?"

B. How effective have you been in accomplishing your learning/service goals?

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

D. Describe the nature and quality of your relationship with:

1. the internship committee.

2. the pastor/supervisor.

D. (continued) Describe the nature and quality of your relationship with:  
3. the staff.

E. How would you describe your 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 your ability of self-awareness and response to feedback?

G. How would you describe your work habits?

H. Please describe your greatest strengths for ministry.

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

J. What, specifically, should you be working on in the coming year?

Intern's  
Signature \_\_\_\_\_

Date  
    /   /     
\_\_\_\_\_

Supervisor's  
Signature \_\_\_\_\_

Date  
    /   /     
\_\_\_\_\_