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INTERN'S MID-YEAR EVALUATION

Seminary: _____ Congregation/Institution: _____

Name of Intern: _____ Name of Supervisor: _____

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 your 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).

Please explain:

B. Theological Articulation

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

Please explain:

C. Leading Worship

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

Please explain:

D. Preaching

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

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.

Please explain:

F. Teaching Youth and Children

Consider both material and presentation for various age groups.

Please explain:

G. Evangelism

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

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.

Please explain:

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.

Please explain:

J. Stewardship Leader

Consider your ability to articulate and model Christian stewardship of life, talents and money in pastoral leadership and personal life.

Please explain:

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.

Please explain:

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. Your pastor/supervisor.

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 for self-awareness and response to feedback?

G. How would you describe your work habits?

H. Please describe your best gifts and passions 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?

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

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