**Assessment of Skills needed for Pastoral Leadership:**

1. **Leading Worship:**  Consider the intern’s poise and presence, voice and language as s/he reads scripture, leads prayer and conducts liturgy.

Intern John has a presence and confidence about him that captures the congregation’s attention. He is well composed, clear and articulate in his delivery. He has a fantastic sense of humor however on a few occasions this can distract some from what he teaching. He puts emotions, sincerity and passion into his words which enhances his worship and encourages others to think about his topic/message and grow in their faith.

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

Preaching is one of Intern John’s strongest strength. His sermons are rooted in the Word and delivered in a manner that is understandable and approachable from all age groups. He brings a new perspective making his sermons more relevant to the congregation. He excels at communicating the history of the church, the relevance of the text to contemporary events and how it all applies to us today. He connects with the congregation through story, examples, humor, humility and humanity and recognizes that life is not easy and we all have struggles. His strong belief provides peace in knowing that everything will be okay, even if today is not. He encourages others to take action and make a difference. Intern John easily and respectively approaches difficult topics happening in the world today. His passion for preaching the message can, at times, lead him to preach without pausing and allowing a moment of reflection and opportunity for the congregation to digest what is said. While this has improved, it should be a continued focus area.

1. **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.

Intern John has lead positive adult learning experiences providing the group with context to understand what was would be shown in the video. Following the video, he was effective in leading the discussion without dominating the conversation. He asked appropriate questions of the group, responded well to comments, and tied the comments to scripture and video content when possible. He helps to lead the group to stretch their thinking and asks questions that led to answers they may not have thought of on their own.

1. **Teaching Youth and Children:**  Consider both material and presentation for various age groups.

Intern John relates very well to children and youth. While leading children’s sermons he connects with the children, makes them laugh and provides simple messages that they can grasp and retain. He appears confident and comfortable interacting with the children. He makes himself available and lets them know that it is okay to have doubts like Thomas did in scripture. He also engages well with older youth and has worked to create a Youth/Young Adult band. This required practices, lots of coaching and preparing them for playing during services. The quality was impressive which highlights his leadership of the youth band. The rapport between Intern John and the youth band was good and demonstrated a healthy teacher/student dynamic. One opportunity area is with organization. Intern John lead the “walk of Christ” experience on Easter Sunday morning and although the activity was fine and the youth did a good job at their stations, the congregation did not have the context or instructions needed. It is important of Intern John to remember that all activities and events are an opportunity to teach/preach and to provide context and clarity.

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

Intern John is always very welcoming to everyone he interacts with. When we have new people in church he makes it a priority to talk to them either before or after service. He is a very friendly person who can make a conversation very easily and help people welcomed and important to him and our church. During Lent, Intern John was at our church dinner every Wednesday and made it a point to talk with everyone there often bringing the previous week’s sermon into the conversation. We were all strangers to John and through his presence, heart and humor he encouraged us to follow God. He truly is a blessing.

1. **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.

Intern John has demonstrated strong Pastoral Care skills during his internship. He genuinely cares about all people, he is a very good listener and he tries his best to respond in a way that would be helpful to their particular situation. Intern John had several situations in the beginning of his internship that required him to demonstrate his pastoral care ability. These included member’s health concerns, hospice care and even deaths. He also chose to preach on the Resurrection in one of his first sermons at LCR which had a very positive impact on many in the congregation. He shared a beautiful and personal story about his mom losing her battle to cancer. It showed his vulnerability and connected with anyone who was or knew someone struggling. He builds a strong and trusting relationship with those he connects with.

1. **Visionary Leadership:**  Consider the intern’s attitude about the ELCA (or applicable denomination), ecumenical relationships as well as his/her ability to provide leadership for mission.

Intern John has a unique perspective of the ELCA as he was raised Catholic. He has preached on some of his thought for our mission as Christians and as the LCR congregation. He encourages others to take action in helping and loving one another. He is leading a new mission for our church, a neighborhood camp that will have children from our church as well as focused on children from the community. John has needed both skills in planning all aspects of the camp, including; lesson plans, God time, food service, registration, advertisement, hiring and volunteer workers, activities and supplies for the entire program. Intern John has a solid grasp on what it means to be a leader in an ELCA church and in the community. He is realistic about how his previous experience as a youth leader is very different from serving as a pastor of a church. He has a sense of where the church is “right now” and the direction that it should be headed. His ideas are fresh and important for the future of the church. Intern John, and future pastors like him, are exactly what the Church and community will need to survive.

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

Intern John is able to explain what was happening in the readings and the history of that timeframe so we can understand the events in each particular reading. This helps bring the readings into perspective, provides a clearer understanding, and relates them to real life examples and situations. He explains what being a Lutheran means and how we can honor God with everything we do. He clearly illustrates what God expects from us and that we are forgiven from sins. During Adult Education sessions, his solid grasp of the bible is evident helping him with both preaching and general conversations. Importantly, he is comfortable saying “I don’t have an answer to that question”, but continuing the conversation with whatever relevant and accurate information that he can provide. Intern John’s view mostly aligns with those of the greater ELCA. This is not a negative that he has some views that differ. He is developing his own perspective of the church and social justice that will be an asset to any community.

1. **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.

Intern John has attended Council and committee meetings and seems to be working on observation and learning of the works of our church. Hopefully he will be comfortable in the next few months to contribute and voice his opinions in decisions being made during these meetings. Specifically in our Intern Committee Meetings he is able to clearly explain his concerns and encourages feedback from us. He has been very gracious with all feedback and has worked on areas of improvement. In the beginning of his internship, the administrative tasks and work seemed overwhelming and at times Intern John had to work to balance “work” and family life. This is normal and an area where we see improvement. Continued focus opportunities are on timely communication and follow up is important. In a larger church, such as LCR, strong communication is critical as well as being very comfortable multi-tasking.

1. **Stewardship Leader:** Consider the intern’s ability to articulate and model Christian stewardship of one’s life, talents and money.

Intern John models stewardship by giving of his time and energy to the Church, his family and friends. He is very humble and shares the importance to share and help others. He leads by example, using his talents in the service, sharing his music abilities, preaching, and his love of God. He models a good Christian life and is confident that God has a plan for everything. He trusts God and it shows.

1. **Leadership of Social Ministry:**  Consider the intern’s sensitivity to issues of need and justice in the community, and his/her ability to empower others to respond out of their faith commitment.

While it is difficult to speak to his ability to empower others in change based on our short time of observation of him, Intern John has an appropriate outlook on his role as a future pastor and his potential impact for change. An example is he has talked with one in our group about the impacts of race and inequality on the immediate communities. Intern John’s view is that the church needs to do more than preach about the issues, but to go out into the community and share the message through simple acts (such as HALO, Food Banks, Schools, etc.). He recognizes that saying that you love your neighbor is not enough especially if you are not willing to help them in a time of need. He is dedicated to helping with issues in the community and finding solutions to everyday problems.

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

1. **Call to ministry:**  How would you describe the intern’s sense of “call to ministry”

Prior to going to seminary, he was in a different line of work. It did not feel right to him. His call to ministry feels right to him as he works to spread the word of God to all. Intern John’s call is heartfelt. He is a humble servant that appears to understand the challenges and struggles that are to come (example, churches staying open and relevant). He has a passion and energy to commit to change through the ministry. He is a valuable asset to any church and surrounding community.

1. **Goals:**  How effective has the intern been in accomplishing his/her learning/service goals?

It appears that Intern John is on track to meet his learning and service goals at this time. As mentioned previously, he has done a great job in preparing and delivering his own sermons and has become an asset to the Church. His service goal of leading the new summer neighborhood camp program is a much larger challenge than most, including Intern John, anticipated. He has taken on this challenge of preparing curriculum, hiring needed staff and securing volunteers, and all the other activities that come with starting up a new program. He is handling the challenge well without any major issues.

1. **Preparedness:** How prepared do you think the intern is for the realistic demands of ministry?

As expected, there are far too many small tasks and details that can never be fully communicated during seminary courses, but must be experienced. Intern John is growing in his ability to understand and carry out all the demands of a church and the ministry. He is organized, able to see his role as a pastor from a wide vantage point and good at identifying what needs to get done. It will take more time and the opportunity to be a part of more “obstacles” before he has a full understanding and opportunity to lead fully. We are confident that he is up to the challenge. Intern John will need to develop methods of identifying how and when to say “No” to additional commitments to both the church and outside activities. Although he is full of energy, commitment and vigor, the inability to discern the most important commitments will likely lead to burnout. He also often times seems “very rushed and in a hurry”. This can, at times, be seen as uninterested/uncaring and will need to be watched carefully as he takes on the role of a pastor. This is truly a time management and prioritization concern but can lead to a wrong perception.

1. **Key Relationships:** Describe the nature and quality of the intern’s relationship with the:  Internship Committee, Pastor/Supervisor, and Staff

Intern John is very personable and relationships are very important in his life. He continues to deepen his relationship with the congregation and staff. Specifically with regards to the Internship Committee, he is open, honest, and brings humor to the group. He makes it easy for us to provide feedback and shares his concerns. All of us feel very comfortable and enjoy our relationship with Intern John. With Pastor, it appears clear that they get along well and they have a good working relationship. With Staff it is a bit harder for us to judge this as we have little interaction with Intern John and staff. We feel that we would have heard rumblings if there were any issues and we have not.

1. **Congregation’s experience:**  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) and why.

Intern John is pleasant, gregarious, confident, funny, passionate, joyful and slightly anxious. He is easy to talk to and get to know and is confident in his knowledge. He his humble and shares his compassion with others. He has a genuine energy that draws people to him and a great sense of humor. When he shares and listens, his full attention is on you. He is also flexible during worship as items are modified or unexpected things happen during the service. He brings a happy feeling to the people he is around. He is very approachable.

1. **Receiving feedback:**  How would you describe the intern’s ability for self-awareness and response to feedback?

Intern John is open to feedback and he expresses his sincere appreciation for any and all feedback. His honesty and forthrightness speaks to an individual that is regularly assessing himself and looking to make improvements. He can first recognize his own faults and then understands that he is still loved by God. This understanding will be useful in times when he can see the faults of others and offer unconditional love. Although we have observed that he is working to make changes based on feedback, unfortunately, it has been too short of time to determine fully how he will develop and implement some of the feedback. For example, there has been some improvement in the pace and rhythm of his sermons, but this still should be a focus area. In other areas such as his tendency to sway while preaching, he has corrected that habit.

1. **Work habits:**  How would you describe the intern’s work habits?

Intern John will accomplish what is expected of him. He has worked late and extra hours as the needs arise or as he is asked to participate. He strives to do things to the best of his abilities and also to improve areas where possible.

1. **Strengths:** Please describe the intern’s greatest strengths for ministry.

One of Intern John’s greatest strength is his ability to preach. He is able to keep you interested for the whole sermon and help you to understand the true meaning. He does not make the sermon longer and provides value in all his words. He is not a “rambler” but is selective and purposeful in what he says. His sermons are at the top of those that we have experienced. Another strength that Intern John has is sharing God’s love in all he does. God has given him many talents and he sues all those gifts in his ministry. He has a realistic view of what he will be able to accomplish as a pastor and exhibits the energy and stamina needed to see long range goals to the end. He has a great sense of humor and genuinely loves people. He has a vision of the Church that is likely shared by other young pastors and will take the broader church in new directions.

1. **Growth areas:**  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?

Intern John will need to develop a greater understanding of what he can and cannot accomplish. The idea of “working better under pressure”, as he has said of himself, is not healthy and/or sustainable. Along this same area, is to focus on time management and being completely prepared ahead of time. Doing this will help him to reduce stress and worry. Also, he has indicated that humor is often a cover for nervousness. While this is natural, he should work to overcome that nervousness as there are times when he will need to be at a higher level of professionalism as a pastor and will not be able to use the humor as a cover. As mentioned previously, the speed that he delivers his sermons is an area for improvement. Finding the appropriate areas for a pause in the sermon is important for the delivery and gives those listening time to digest the specifics of his point. Overall, he needs to believe in himself as much as others believe in him. If he truly believes he was chosen for this role, then he will undoubtedly be very successful.

1. **Further Development:** What, specifically, should the intern be working on in the coming year?

Continue to work on understanding the day to day operations of the church and how to be a successful leader to the congregation, committee members and staff. Great leaders, in all areas business, church, government, etc, have an ability to lead by empowering others and providing the right amount of guidance when necessary. Intern John should continue to ask for help and work on time management. Both of these will help to reduce stress and get his goals accomplished. He should develop a realistic work/life balance and engage in activities that feed his soul. And finally let God take over.