**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.

Level of Competence: Not yet competent or Competent? \_\_\_\_\_\_Competent\_\_\_\_\_\_\_\_\_

Explain:

Intern John has improved greatly in leading worship and is significantly less nervous then when he started last January. Worship now appears natural to him. His reading of scripture is at a good pace and volume making it easy to follow. He has a presence about him that captures the congregation’s attention. He is sincere in his beliefs and insightful, often providing a different perspective to the scripture. Intern John has shared his musical talents in worship with singing, playing guitar and piano which is a wonderful enhancement to the service.

1. **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 or Competent? \_\_Compentent\_\_\_\_\_\_\_

Explain:

Intern John has continued to develop as a preacher. His ability to dissect the scripture and to communicate the content in a manner that is clear, concise and meaningful is one of his stronger attributes. He has a fantastic ability to give contemporary relevance to the scripture with references to current events and the human condition. His sermons have a good flow and he has improved his pace of delivery. He is confident in his content and often leaving the listener with “food for thought” and inspires to make positive changes in their lives and the world around them. An example is when he explained that God does not say we cannot have riches, but rather what we do with them is what matters.

1. **Teaching Adults:** Consider teaching methods, including the ability to facilitate and create a comfortable learning environment, as well as the quality, depth and presentation of concepts.

Level of Competence: Not yet competent or Competent? \_\_\_\_Competent\_\_\_\_\_\_\_\_\_\_\_

Explain:

Intern John has led discussions in our Lenten series as well as bible study. With all concepts he speaks clearly, making sure everyone understands the topic and that the environment comfortable and feels safe to have an open discussion. He includes everyone and facilitates the discussion well. He is open to all questions and tries his best to give the best answer possible but enjoys and encourages others thoughts. He asks questions to make the congregation think a bit deeper. He is good at getting the student engaged and participating in their own learning. He has also provided new and interesting information to us regarding how other religions view God, for example. Intern John has provided quality experiences in adult learning to this point. As he moves closer to the end of his internship and his call to a congregation, it is important that he identify and prioritize his time. This will enable more time for the preparation of adult education materials.

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

Level of Competence: Not yet competent or Competent? \_\_\_\_Competent\_\_\_\_\_\_\_\_\_\_

Explain:

Intern John relates very well to children and the youth and has demonstrated good leadership skills. During the children’s sermon’s he connects with the children, makes them laugh and sends simple messages. He also engaged older youth as they assisted with Lenten Services and he organized a Youth/Young Adult band. He showed good leadership in organizing the new Neighborhood camp this summer and designing the base curriculum as well as helping the team of youth leaders, staff and volunteers to expand and implement the program. He found the right balance of being the leader and letting the youth leaders do more of the day to day operation of the camp. He also had the opportunity to teach children during the Neighborhood Camp where he often played interesting videos and then ask the children questions after. The children were always interested and eager to participate. The feedback from the Youth and counselors/volunteers throughout the Neighborhood camp was very positive and many mentioned that they are looking forward to helping with camp next summer.

1. **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 or Competent? \_\_\_Competent\_\_\_\_\_\_\_\_\_\_

Explain:

Intern John is always very welcoming to everyone which he interacts. He is friendly and easy to talk with and encourages all of us to step up to the mission of evangelism. Several times after service, Intern John was seen intentionally walking up to a visitor to welcome them to our church and start a conversation with them. He enjoys hearing different view as well as getting to know others better. He easily develops a personal connection with those he meets. For example, his interaction with the parents and children at our new neighborhood camp has been very positive. We will be welcoming new members because of this experience.

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.

Level of Competence: Not yet competent or Competent? \_\_\_Competent\_\_\_\_\_\_\_\_\_\_

Explain:

While we have limited interaction on specifics with Pastoral Care, Intern John’s ability to build relationships within the congregation and his naturally empathetic position towards the needs of others makes for a great pastoral care experience. He is a good listener. He has experienced grief with his own losses close to him and shares his experience which builds trust and empathy with those going through a tough situation. Some members shared their experiences with Intern John showing his compassion during their crisis and grief and have expressed that the comfort, respect and confidentiality that he exhibited was exactly what was needed.

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

Level of Competence: Not yet competent or Competent? \_\_\_Not yet competent\_\_\_\_\_

Explain:

Intern John has a unique perspective of the ELCA as he was raised Catholic. He has preached on some of his thoughts for our mission as Christians and as the LCR congregation. He has expressed his thoughts that our mission is spreading the Gospel to all and that he is driven by a call to serve God by uniting and caring for people. It appears he may be less interested in the boundaries of the ELCA or other denomination, and more interested in finding a path to unite people under the umbrella of God’s love and acceptance. It is just too early in John’s internship to speak to his methods and abilities to unite and lead a congregation, let alone the Church.

1. **Theological Understanding:** 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 or Competent? \_\_\_Competent\_\_\_\_\_\_\_\_\_

Explain:

This is an area that Intern John is thriving. He is without question, a believer and teacher of unconditional love and God’s grace. Each of his sermons, teachings and informal interactions has demonstrated this philosophy. He explains the readings in and easy to understand method and relates them to real life examples and situations. He is well versed in the Word of God and helps us to see how we can use it in our daily walk in faith. He understands that others might think differently and encourages this thinking. He speaks clearly the different opinions and is always open to new ideas. He talked about his course study in Hebrew. It seems that he gained a broader understanding of the Bible through this course and used that knowledge in expressing Lutheran faith.

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.

Level of Competence: Not yet competent or Competent? \_\_\_Not yet compentent\_\_\_

Explain:

Intern John participates in committee, council and staff meetings and completes requests on-time even with limited information. He has been very open to constructive criticism from the Intern Committee and has adjusted where it makes sense. He is able to adjust to change and make things work. He looks for ways to better himself and his work knowing that he is bettering the community as a whole. He ran his first council meeting in May and he did a good job of keeping the meeting in line and on target for the needs of the church. Although he is adjusting to the many varied tasks and requirements of his internship, it is evident that Intern John will need to continue to focus on time management skills to alleviate the stresses of being a pastor. Communication skills will also need focus (for example, responding to emails, texts, etc.).

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

Level of Competence: Not yet competent or Competent? \_\_Not yet competent\_\_\_\_

Explain:

Intern John is very humble and shares the importance to share and help others. Often during his sermons, he encourages each one of us to share with others to make the world a better place. He provides examples of people he knows that have given their time or talent for others, which is always a good reminder that we all have something that we can give. He leads by example in sharing is talent of music in a way that praises Jesus and connects him and others with God through words and melody. He uses day to day experiences in his own life to show us how we should model our life as Christians in our walk in faith. It is important that Intern John establish or continues to work on a system of giving his time, money and energy to the church as well as creating time and space for self and family. His passion for the church and sharing the message of love is so strong that establishing reasonable work/life boundaries will be critical moving forward as a pastor. As a pastor, he will need to guide, support and encourage the church’s Stewardship campaign each year. As our Stewardship campaign is just in the planning stages, Intern John has not had the opportunity yet to experience some of the key responsibilities of the pastor’s role in this activity for the church.

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.

Level of Competence: Not yet competent or Competent? \_\_\_Competent\_\_\_\_\_\_\_\_\_

Explain:

Intern John’s project was to start the new Neighborhood summer camp at LCR. This was an example of helping the community and he encouraged others to participate through volunteering, providing supplies or contributing monetarily. The enrollment more than doubled in size from the initial sign up. This speaks to the success of this first year program. Intern John has a commitment and passion in this area and each of his sermons touches on what it means to be Christian and to care for ALL within God’s kingdom. He is an advocate for moving beyond talking about love and manifesting love by caring for the hungry, sick, homeless, etc. In this regard his sermons and teachings are moving and significant.

**Assessment of personal Characteristics Needed for Pastoral Ministry**

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

Level of Competence: Not yet competent or Competent? \_\_\_Competent\_\_\_\_\_\_\_\_\_

Explain:

Intern John has a very strong belief that is so genuine. He firmly believes that he has been called to this path. This comes from his heart and his desire for all to know God. He wants to show the congregation and all he meets how to live with God in their lives. Intern John is realistic in what it means to be a pastor and the challenges that lay ahead. For Intern John, the understanding of God’s love and sharing that love through ministry out way all the coming obstacles and challenges.

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

Level of Competence: Not yet competent or Competent? \_\_\_Not yet competent\_\_\_\_\_\_

Explain:

We have reviewed the Intern John’s goals and they are all on target to be completed. He has been working closely with Pastor Karen and the staff on a number of the changes and initiatives. His project was starting the Neighborhood Camp at LCR and this was completed and very successful as mentioned earlier. At this time it is too early to determine the success/failure of each of the goals aside from the project.

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

Level of Competence: Not yet competent or Competent? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Explain:

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

Level of Competence: Not yet competent or Competent? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Explain:

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.)?

Level of Competence: Not yet competent or Competent? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Explain:

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

Level of Competence: Not yet competent or Competent? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Explain:

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

Level of Competence: Not yet competent or Competent? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Explain:

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

Level of Competence: Not yet competent or Competent? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Explain:

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?

Level of Competence: Not yet competent or Competent? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Explain:

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

Level of Competence: Not yet competent or Competent? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Explain:

**SUMMARY RECOMMENDATION**

The ELCA requires a single paragraph that will be shared with the appropriate synodical/churchwide personnel as part of the approval and assignment process.

Keeping within the 900 character limit, provide as much substantive detail as possible, noting strengths, weaknesses and growth edges. Speak to such issues as pastoral and theological competence, personal faith and commitment to ministry, personal characteristics, and interpersonal skills.

**Provide Detail below:**

**Please select one of the following:**

**\_\_\_\_\_ Unconditional recommendation for pastoral ministry in the ELCA**

**\_\_\_\_\_ Conditional recommendation for pastoral ministry in the ELCA**

**\_\_\_\_\_ Not recommended for pastoral ministry in the ELCA**