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WORD AND SERVICE FINAL EVALUATION SUPERVISOR

Name of Intern: _____

Seminary: _____

Date of Internship - From: _____ To: _____

Name of Congregation: _____

Name of Congregation Supervisor: _____

Address: _____

Hours _____ per _____ (week/month)

Name of Organization (if applicable): _____

Name of Organization Supervisor (if applicable): _____

Address (if applicable): _____

Hours _____ per _____ (week/month)

State major areas of service responsibility and internship goals identified.

PART 1 – ASSESSMENT OF SKILLS NEEDED FOR DIACONAL LEADERSHIP: COMPETENCY LEVELS

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

- A. Primary Area of Specialization: Name and consider the intern’s demonstrated skills in the intern’s primary area of specialization.

Level of Competency: Not yet competent Competent

Please explain:

- B. Secondary Area of Specialization: Name and consider the intern’s demonstrated skills in their secondary area of specialization.

Level of Competency: Not yet competent Competent

Please explain:

- C. Diaconal Leadership: Consider the intern’s ability to articulate the interconnectedness of the church and the world and the capacity to engage people and lead them toward active participation in God’s mission in the world. Ability to be adaptive and sensitive to context of ministry. Live out a clear Christian identity as example in a community of faith.

Level of Competency: Not yet competent Competent

Please explain:

D. Social Justice: Consider the intern's ability to speak and act publicly to the world in solidarity with the poor and oppressed, call for justice and peace, and proclaim God's love for the world.

Level of Competency: Not yet competent Competent

Please explain:

E. Consider the intern's ability to witness to the realm of God in the community, the nation, and globally and empowering others to do the same.

Level of Competency: Not yet competent Competent

Please explain:

F. Theological Articulation: Consider the intern's ability to speak clearly and with insight about the Christian faith from a Lutheran perspective in teaching, preaching, and daily life.

Level of Competency: Not yet competent Competent

Please explain: Give examples of the intern's passion and imagination for sharing the gospel, capacity to listen to people's stories and assist them to interpret their experience in light of the gospel.

G. Equipping Others: Consider the intern's demonstrated capacity to mobilize people of faith with different gifts and perspectives that can enrich the church's witness in the world.

Level of Competency: Not yet competent Competent

Please explain:

H. Administration: Consider the intern's ability to plan, lead, coordinate, and delegate work/responsibilities. To communicate effectively in various situations through both written and spoken means.

Level of Competency: Not yet competent Competent

Please explain:

I. Stewardship Leader: Consider the intern's ability to articulate and model Christian stewardship of life, talents and resources in ministry leadership and personal life.

Level of Competency: Not yet competent Competent

Please explain:

PART 2 – ASSESSMENT OF PERSONAL CHARACTERISTICS NEEDED FOR DIACONAL LEADERSHIP:

A. How would you describe the intern’s clarity and articulation of Word and Service ministry and their sense of “call to ministry?”

B. How effective has the intern been in accomplishing their learning 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:
(i.e. - approachable, friendly, courteous, open to suggestion and criticism?)
- a. The internship committee.

- b. The pastor/supervisor.

- c. The staff.

E. How would you describe the intern's general temperament/disposition as has been experienced by the congregation/institution (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 diaconal ministry?

PART 3 – SUMMARY RECOMMENDATION

The Evangelical Lutheran Church in America requests a single paragraph that can be shared with appropriate synodical/churchwide personnel as part of the approval and assignment process.

Keeping within the limited space below, provide a brief summary of the intern noting strengths, weakness and growth edges. Speak to such issues as ability to articulate and act out a vision of diakonia, competency in specialization, theological competence, personal faith and commitment to ministry, and personal characteristics and interpersonal skills.

Summary recommendation: (limit 800 characters)

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

- Unconditional recommendation for the ministry of word and service in the ELCA
- Conditional Recommendation for the ministry of word and service in the ELCA
- Not recommended for the ministry of word and service in the ELCA

Supervisor Signature: _____ Date: _____

PART 4 – INTERN’S RESPONSE

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

Intern’s Signature: _____ Date: _____