



# United Lutheran Seminary

UNIFYING, LEARNING, SERVING

## INTERNSHIP SUPERVISOR'S TWELVE-MONTH EVALUATION FOR STUDENTS FROM TRADITIONS OTHER THAN LUTHERAN

Seminary: \_\_\_\_\_ Congregation/Institution: \_\_\_\_\_

Name of Intern: \_\_\_\_\_ Internship Committee Chairperson: \_\_\_\_\_

Address: \_\_\_\_\_  
city state zip code

Internship Starting Date: \_\_\_\_\_  
mm/dd/yyyy

### Assessment of skills needed for pastoral leadership: competency levels

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

#### 1. Proclaims faith in the Triune God

- a. Empowers others to live out their baptismal vocation and helps others identify and affirm their spiritual gifts  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- b. Builds up the whole community by the Word of God  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- c. Integrates core biblical, theological and historical tenets into the daily life of the community  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- d. Equips people to share their faith stories and experience the gospel in their lives  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- e. Guides communities in reading and engaging the Bible  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_

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#### 2. Nurtures the community through worship of the living God

- a. Demonstrates an ability to lead a community in worship, including ecumenical and interfaith settings  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- b. Equips lay leadership in worship  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- c. Designs and implements various worship services in a variety of styles and settings  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- d. Nurtures an environment of hospitality, particularly through a proper use of the means of grace  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- e. Incorporates the worship traditions of the church in a contextually appropriate manner  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_

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**3. Equips and leads communities to participate in God's ongoing work in the world**

- a. Engages in advocacy and social/ecological justice  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- b. Demonstrates awareness of the critical societal issues of a specific community  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- c. Engages in ecumenical and interreligious partnerships  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- d. Establishes opportunities to walk with people who are marginalized  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- e. Empowers the congregation to enact in word and deed the promises of the Reign of God.  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- f. Engages contexts both local and global in ways that invited dialogue  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_

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**4. Fosters communities of Christian care**

- a. Provides pastoral care and nurtures relationships through a variety of means  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- b. Engages in counseling appropriately  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- c. Engages local/national/global events pastorally, theologically, and publicly  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- d. Fosters reconciliation both individually and congregationally  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_

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**5. Administers the life of the community of faith**

- a. Stewards the congregation's resources and encourages all congregants to share their time, gifts and talents  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- b. Develops and equips volunteers and staff  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- c. Facilitates congregations to function in a healthy manner  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- d. Organizes the life the church through budgeting, policy and communications  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_

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**6. Leads communities through transformative change grounded in the gospel**

- a. Assesses the local context and its inherent assets, challenges, and opportunities  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_

- b. Helps congregations discern, articulate and implement a shared vision  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- c. Understands the dynamics of conflict and leads individuals and groups toward honest dialogue and constructive action  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- d. Articulates a theological basis for an inclusive community that transcends boundaries of race, class and sexual orientation  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_

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**7. Practices wellness in one's personal and professional life**

- a. Practices Christian Spiritual Disciplines, including Sabbath rest  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- b. Integrates healthy practices, including diet, exercise, mental and physical health, into one's lifestyle and encourages others to do the same  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- c. Maintains and cultivates clear and healthy boundaries  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- d. Engages in and promotes lifelong learning  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- e. Engages the biblical, theological and historical Christian teachings around consumerism  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_

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**Intern's Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_  
mm/dd/yyyy

**Supervisor's Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_  
mm/dd/yyyy

**Please have student upload completed form to the Canvas Course Site**