



**INTERN'S TWELVE-MONTH EVALUATION  
of MASTER OF ARTS IN MINISTERIAL LEADERSHIP Students**

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

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

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

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

**Assessment of skills needed for ministerial leadership: Competency levels**

“Competent” refers to the level of performance expected of a “first call” ELCA deacon or a new ministry professional

**1. Nurtures communities grounded in and able to witness to the Word of God**

- a. Proclaims the gospel through one’s chosen modes of expression—which may include preaching, teaching, and leading worship, and/or writing, speaking and presenting one’s results of inquiry—to stimulate discourse and discernment in communities of faith and the public at large  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- b. Invites and equips others to participate in the proclamation of the gospel within the community in order to prepare them to share their faith stories and witness to the good news of Christ in their daily lives  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- c. Demonstrates an ability to lead thoughtful discourse across ecumenical and interfaith settings that draws people more deeply into relationship with God and each other  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- d. Strengthens an environment of hospitality, particularly complementing use of the means of grace  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_

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

- a. Helps others to identify and affirm their intellectual, spiritual and practical gifts so they may live out their baptismal vocation in the world for the sake of their neighbor  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- b. Demonstrates awareness of and ability to articulate critical societal and contextual challenges and opportunities confronting a specific community  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- c. Empowers others to enact in word and deed advocacy on behalf of social and ecological justice  
**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. Engages in ecumenical and interreligious partnerships  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_

**PLEASE COMMENT:** \_\_\_\_\_  
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**3. Fosters communities of Christian care**

- a. Provides pastoral care and counseling appropriately (and develops a referral network) in order encourage community members to grow more fully into the abundant life of God  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- b. Equips others in the community to extend care in and beyond the faith community  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- c. Engages local/national/global events pastorally, theologically, and publicly in order to help community members make sense of and act in the world in light of the faith  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- d. Nurtures relationships that foster spiritual resilience and encourage reconciliation both individually and congregationally  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_

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**4. Oversees the organizational life of the community**

- a. Develops and equips volunteers and staff to carry out the administrative functions of the community  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- b. Equips organizational leadership to steward resources and encourage all members of the community to share their time, gifts, and talents  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- c. Facilitates the ability of the community to relate to each other and function in a healthy manner  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- d. Organizes the life of an agency or organization through budgeting, policy and communications  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_

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

- a. Leads assessment of the local context and community in order to identify its inherent assets, challenges, and opportunities  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- b. Helps organizations discern, articulate, and implement a shared vision  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_
- c. Understands the dynamics of cultural change and conflict management in order to lead 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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**6. Models wellness in personal and professional life**

- a. Practices Christian spiritual disciplines, including Sabbath rest  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_

- b. Integrates healthy practices into one's life-style that tend to diet, exercise, and mental and physical wellness 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. Promotes the biblical, theological and historical Christian teachings around stewardship in a world governed by consumerism  
**Level of Competence:** Not yet competent\_\_\_\_ Competent\_\_\_\_

**PLEASE COMMENT:** \_\_\_\_\_  
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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**