**Supervisor’s Evaluation**

**TEEM Internship Evaluation**

Check one

**\_\_\_\_\_\_\_ Mid-year**

**\_\_\_\_\_\_\_ Final**

Submit to: TEEM Program

Pacific Lutheran Theological Seminary   
2000 Center Street, Suite 200 Berkeley, CA 94704  
1-800-235-PLTS Fax: 510-559-2712

Email: [teem@plts.edu](mailto:teem@plts.edu)

Name of Student: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name of Supervisor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Location (Address): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Term/Dates of Internship: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

Competency Levels Directions: For each of the skill areas listed below, evaluate the intern’s level of competence on the following five point scale. Then, as needed, briefly comment on particular strengths or weaknesses.

1. Not yet competent—continued focus on this area would be important.

3. Competent—on track for ordination.

5. Exceptional—this is an area where particularly outstanding gifts are evident.

**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 (1-5)

Comments:

**Preaching**

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

Level of competence (1-5)

Comments:

**Teaching Adults**

Consider the intern’s teaching methods, including the ability to facilitate discussion and create a comfortable learning environment, as well as the quality, depth, and presentation of concepts.

Level of competence (1-5)

Comments:

**Teaching Youth and Children**

Consider both the material used and its presentation to various age groups.

Level of competence (1-5)

Comments:

**Evangelism**

Consider the intern’s ability to welcome and interact with strangers, as well as ability to offer a witness to Jesus Christ.

Level of competence (1-5)

Comments:

**Pastoral Care**

Consider the intern’s 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 (1-5)

Comments:

**Visionary Leadership**

Consider the intern’s attitude toward the ELCA and ecumenical relationships as well as his/her ability to provide leadership for mission.

Level of competence (1-5)

Comments:

**Theological Understanding**

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

Level of competence (1-5)

Comments:

**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 (1-5)

Comments:

**Stewardship Leader**

Consider the intern’s ability to articulate and model a Christian stewardship of life, talents, and money,

Level of competence (1-5)

Comments:

**Leadership of Social Ministry**

Consider the intern’s sensitivity to issues of need and justice in the community, and the intern’s ability to empower others to respond out of their faith commitment.

Level of competence (1-5)

Comments:

**Empowering Lay Leadership/Equipping the Laity**

Consider the intern’s ability to encourage collegiality, work with volunteers, delegate responsibility, share leadership, and support the laity in their ministry in the world.

Level of competence (1-5)

Comments:

**Engagement with the Community**

Consider the intern’s awareness of community issues and demographics, willingness to engage in ministry in the community, and skills and comfort level with community organizing.

Level of competence (1-5)

Comments:

**Collegiality**

Consider the intern’s ability and willingness to support professional colleagues in their ministry, cooperate with them in ministry projects, and receive ministry from them.

Level of competence (1-5)

Comments:

**Self-Care**

Consider the intern’s ability to manage time effectively, maintain a healthy life style, and maintain and nurture important personal relationships

Level of competence (1-5)

Comments:

**Spiritual Formation**

Consider the intern’s devotional practices, use of spiritual disciplines, use of a spiritual director/mentor, and commitment to on-going education and growth.

Level of competence (1-5)

Comments:

**Supervisor’s Signature:**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **Date: \_\_\_\_\_\_\_\_**

**Intern’s Response:** [check one]

\_\_\_\_\_ I have read my supervisor’s assessment, and I agree that it is a fair evaluation of my competencies for pastoral ministry.

\_\_\_\_\_ I have read my supervisor’s assessment, and I agree, with the following exceptions or additions:

**Intern’s Signature:**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**