Evangelical Lutheran Church in America
God's work. Our hands.

LUTHER SEMINARY

Domestic Mission Unit
Candidacy

WORD AND SACRAMENT FINAL EVALUATION COMMITTEE

Seminary: Luther Seminary

Congregation/Institution: Salem/Long Lake Lutheran Church

Name of Intern: Catherine Reuter

Internship Committee Lee Prill

Address: 302 2nd Street

Chairperson: Shell Lake (CITY) WI (STATE) 54871 (POSTAL CODE)

Dates of Internship 07/01/2024 (MM/DD/YYYY) 05/18/2025 (MM/DD/YYYY)

The Evangelical Lutheran Church in America requests a single paragraph that can be shared with the appropriate synodical/churchwide personnel as part of the approval and assignment process. Keeping within the limited space below, provide as much substantive detail as possible, noting strengths, weaknesses and growth edges.

Please speak to such issues as pastoral and theological competence, personal faith, commitment to ministry, personal characteristics, and interpersonal skills.

(You may wish to complete the balance of this page <u>after</u> completing the following pages.)

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

- [x] Unconditional recommendation for pastoral ministry in the ELCA
- [ ] Conditional recommendation for pastoral ministry in the ELCA
- [ ] Not recommended for pastoral ministry in the ELCA

Summary recommendation (Limit 800 characters)

Cathy has demonstrated exponential growth in her ability yo lead a congregation. Any weaknesses can only be equated to her inexperience, having begun internship less than a year ago. But with her tenacity to embrace opportunities for learning and development, any detectable weaknesses will certainly swing to the strengths given time. Her ability to speak fluently and coherently in the context of the Bible and Christianity has broadened. Ministry is more than a second career for her, it's a real calling. She is an excellent listener, which is certainly a carryover from being a pediatrician. She effectively uses her interpersonal skills to communicate, interact and build relationships with others. She possesses the aptitude, desire, and intelligence to be a very competent minister.

PART 1 — ASSESSMENT OF SKILLS NEEDED FOR PASTORAL LEADERSHIP: COMPETENCY LEVELS

A. Leadership

Consider the intern's leadership in serving God's mission in the world (for example: through the congregation, in partnership with the ELCA - including synods and churchwide - and with ecumenical partners).

Please explain:

Intern Pastor Doctor Cathy's breath of leadership skills has been quite exponential since her mid—year evaluation, as evidenced by her working relationship with other ELCA pastors in putting together a round robin of sorts during the Lenten season. She has been instrumental in heading up parishioners to liaison with one another to coordinate a Maundy Thursday dinner with a neighboring church, as well as joining choirs for Maundy Thursday's service at Salem If pastors are on vacation or ill, Pastor Cathy will do joint services. Intern Pastor Cathy has done a great job working with the other Lutheran churches this Lenten season with round robin. She has also encouraged involvement with our congregation and Trinity/Long Lake activities. She shares God's desire to protect and care for widows and orphans and visits and helps those less fortunate and those who are homebound. Intern Pastor Cathy is very concerned about and open mind to the needs of congregation.

Level of Competence (0-3) 0-Neglects, 1-Needs Improvement, 2-Satisfied, 3-Exceeds 3

B. Theological Articulation

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

Please Explain:

Intern Pastor Doctor Cathy's ability to speak fluently and coherently in the context of the Bible and Christianity has broadened as demonstrated by her use of pictorials, background explanations, and her use of metaphors and analogies.Intern Pastor Cathy's sermons portray a good understanding of Lutheran insight and faithful understanding. She uses clear examples of how the scriptures can be applied to today's world.
Incorporates slides, promotes live-streaming Puts more meaning into sermons by expanding meanings, i.e., enlightenment, revengeful, forgiving. Hymns are coordinated with sermons. Intern Pastor Cathy speaks clearly and loud enough for all to hear. She has included Martin Luther's teachings and hymns. She has made sure communion is available to all who needs and that all are welcome. She encourages the baptismal font for those who wish to remember their baptism.

Level of Competence (0-3) 0-Neglects, 1-Needs Improvement, 2-Satisfied, 3-Exceeds 3

C. Leading Worship

Consider the intern's poise and presence, voice and language as they read scripture, lead prayer and conduct liturgy.

Please explain:

Intern Pastor Doctor Cathy' s ability to lead a congregation in expressing their faith and devotion in God through the use of music, media, and verbal articulation has progressed. Leading worship is an area that I've seen considerable growth in Intern Pastor Cathy's abilities. She's much more comfortable in leading services than in September and seems to have improved in this area month-over-month throughout her internship. I was gone for three weeks and noticed a significant change in Pastor Cathy' s delivery and self-confidence throughout the service. She is going "off the cuff" a bit more and much more relaxed, i.e. - smiles, talks more confidently. Intern Pastor Cathy has become more comfortable in her preaching, reading, and prayers. She has given good instructions and clarifies scripture and liturgy.

Level of Competence (0-3) 0-Neglects, 1-Needs Improvement, 2-Satisfied, 3-Exceeds 3

D. Preaching

Consider the intern's biblical interpretation, connection to the community, use of illustrations, organizational clarity, and delivery of sermons.

Please explain:

Intern Pastor Doctor Cathy is seemingly now using a combination of preaching styles from focusing on specific passages of the Gospel, exploring themes, and using stories to convey Biblical messages. By doing this, it is much easier for this writer to understand original biblical text as it relates to the present day. Very good at teachable moments, i.e., epiphany. She related this to herself and asked us to think about a time of epiphany. Intern Pastor Cathy has been using more slides which is helpful to help interpretate her sermons. Her sermons are informative, organized and thought provoking. She explains the meaning of words well using the Bible dictionary. She asks questions to get us thinking. She explains symbolism. Her sermons bring together the readings and how it pertains to us

Level of Competence (0-3) 0-Neglects, 1-Needs Improvement, 2-Satisfied, 3-Exceeds 3

E. Teaching Adults

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

Please explain:

Intern Pastor Doctor Cathy has been able to incorporate Biblical narratives to the lives and experiences of her parishioners, in addition to the use of multimedia resources to engage and provide different perspectives. This approach helps learners to think critically, while applying what is being facilitated to their own lives. Addresses the homebound through life-streaming and having communion. She makes sure we all know she is available. Good listener. Intern Pastor Cathy has done a great job with Bible study, making it interesting and discussion worthy. Encourages participation and answers questions knowledgeably about the Bible.

Level of Competence (0-3) 0-Neglects, 1-Needs Improvement, 2-Satisfied, 3-Exceeds 3

F. Teaching Youth and Children

Consider both resources and presentation for various age groups.

Please explain:

Salem Lutheran does not have Sunday school or confirmation classes, but Intern Pastor Cathy demonstrated outreach by assisting another congregation by teaching several confirmation classes. She taught portions of Luther's Small Catechism, biblical principles of the Old and New Testament, Lutheran theology, and the overarching theme of faith formation in daily life. The Reverend Heather Kistner sent a heartfelt letter of appreciation to Salem for her willing heart to add her expertise and love of the Gospel to each session she taught She has worked with students through Trinity Lutheran. Salem has one youth, and she has had him do readings and makes sure to include him. She has been doing confirmation classes at Trinity and has a documented letter from Pastor Heather about the great job she is doing. We don't have many youths, but she has made Aiden and Emily feel welcomed. We mainly have age group. Retired. Cathy has used what she has learned to answer peoples' questions and needs.

Level of Competence (0-3) 0-Neglects, 1-Needs Improvement, 2-Satisfied, 3-Exceeds 3

G. Evangelism

Consider the intern's abilities to welcome and interact with strangers as well as offer a witness to Jesus Christ.

Please explain:

Intern Pastor Doctor Cathy continues with her personable interactions with all who attend services, whether they are members or not. She has done a wonderful job in keeping parishioners informed as to worthy organizations in the local community via involvement with Church Outreach to Community Organizations (COCO). Intern Pastor Cathy continues to be engaging. She greets everyone leaving church and she welcomes others at the beginning of service, those online and those visiting. Pastor Cathy has been active in welcoming (COCO) various speakers, visiting clergy and visit Ing worshipers. She has welcomed newly attending worshipers. She is very interested in community issues and needs.

Level of Competence (0-3) 0-Neglects, 1-Needs Improvement, 2-Satisfied, 3-Exceeds 3

H. Pastoral Care

Consider the intern's abilities to develop trusting relationships, listen empathetically, respond to crisis and grief situations, discern the needs of people, and respect confidential information.

Please explain:

Intern Pastor Doctor Cathy continues to lend an ear to all who may have the simplest of questions or have what they feel are real problems facing them or others. As stated previously, she is a very good listener. I feel like she has a very welcoming personality and honestly, she radiates friendliness. Intern Pastor Cathy has done a great job with our grieving members and funerals. She listens to families' discussions and makes her message personal. She helps us include music and readings in the service. She encourages the prayer chain, but with respectful confidentiality.
Here I can't say much on this because I don't know. Cathy did a great job when she was confronted in 1 week with 2 funerals of people she didn't know.

Level of Competence (0-3) 0-Neglects, 1-Needs Improvement, 2-Satisfied, 3-Exceeds 3

I. Administration

Consider the intern's abilities to work with committees, deal with change and conflict, respond constructively to criticism, and accomplish tasks in a timely manner.

Please explain:

Intern Pastor Doctor Cathy continually demonstrates her abilities to direct, organize, and implement ideas and plans to guide Salem to attain goals and objectives. Intern Pastor Cathy has taken on a huge task, and she has done a tremendous job. I admire her willingness to take on a second career. We know she did this because of her love of spreading the word of God. Intern Pastor Cathy seems to work well with committees (Life and Growth, Music and Worship) and the council. She has changed the communion process to accommodate everyone and responds to suggestions and deals with conflict calmly. She is very good about accomplishing things in a timely manner or delegating someone to work on them. Cathy is always involved with committees, even if her time is limited. Cathy tries to be informed of what's happening.

Level of Competence (0-3) 0-Neglects, 1-Needs Improvement, 2-Satisfied, 3-Exceeds 3

J. **Stewardship Leader**

Consider the intern's abilities to articulate and model Christian stewardship (of life, talents and money) in their pastoral leadership and personal life.

☐**Please explain:**

In keeping with the definition of stewardship, Intern Pastor Doctor Cathy has accepted Salem's trust in her to carefully and responsibly manage our resources, property, people, and finances to achieve God's purposes. Intern Pastor Cathy continues to encourage connections through various ways, i.e., speakers, food pantry, round robin Lenten services, live streaming, etc. She also formed a music committee to find ways to incorporate more music through proper licensing. Intern Pastor Cathy models a great Christian family relationship, encourages participation and sharing of talents and strengths among parishioners. She thanks volunteers for their services and talents. She encourages the time and talent sheets lists.

Level of Competence (0-3) 0-Neglects, 1-Needs Improvement, 2-Satisfied, 3-Exceeds 3

K. **Leadership of Social Ministry**

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

Please explain:

Intern Pastor Doctor Cathy does an admirable job of responding to the needs of others, regardless of their church affiliation. As was previously mentioned, when preparing her prayers of intercession for Sunday services, she reaches out to all levels of leadership to help root out social problems and injustices that affect all people. Intern Pastor is always looking at ways to "gather" more people in. Intern Pastor Cathy has been very active in the Washburn County Food Pantry and has encouraged our church to support it as well. She has encouraged the blessing box at Salem. She has welcomed community speakers to share what they are doing to help our community. She has encouraged home communion by lay persons, movie nights, lefse making, Christmas bags for the homebound, and Advent calendar. Cathy is learning about our community fast, and the needs of others.

Level of Competence (0-3) 0-Neglects, 1-Needs Improvement, 2-Satisfied, 3-Exceeds 3

PART 2 — ASSESSMENT OF PERSONAL CHARACTERISTICS NEEDED FOR PASTORAL MINISTRY

A. How would you describe the intern's sense of call to ministry?

As stated in Intern Pastor Doctor Cathy's mid-year evaluation by this committee member, she has seemingly become even more dedicated as can be for someone who has chosen an entirely new vocation. I get the sense that ministry is more than a second career, but a real call for Intern Pastor Cathy. Ambitious! And she is that! I can't imagine doing this! She could be lounging In Florida or anywhere else, but she chose to spread the word of God. It amazes me!

Intern Pastor Cathy has shared her reasons for following her call to ministry. She has shared her experiences with the Holy Spirit speaking to her, the repeated significance of rainbows in her life, and the people who have encouraged her, and impressed her.

Level of Competence (0-3) 0-Neglects, 1-Needs Improvement, 2-Satisfied, 3-Exceeds 3

B. How effective has the intern been in accomplishing their goals?

In observing Intern Pastor Doctor Cathy for nearly a year now, she certainly has, as an intern, developed and displayed a very good understanding of social issues, community engagement, and practical skills. She has made Salem part of a larger group. We have participated with other churches, such as Trinity Lutheran and Long Lake Lutheran. Intern Pastor Cathy has become more comfortable and knowledgeable of her role as Pastor. She has been very effective with her goal of connecting Salem congregation with the community. Very good.

Level of Competence (0-3) 0-Neglects, 1-Needs Improvement, 2-Satisfied, 3-Exceeds 3

C. How prepared do you think the intern is for the realistic demands of ministry?

From this committee member' s standpoint, I firmly believe that Intern Pastor Doctor Cathy is prepared to lead a congregation with her balanced approach of combining prayer, leadership, planning, and a healthy lifestyle.
I can only write regarding her preaching, and although I'd like to see continued growth and more interactive sermons, I do believe that Intern Pastor Cathy is prepared for this hugely important role in the life of Salem Lutheran Church.
Very! She is so organized with her sermons (slides, music) and she already has taught us so many things through her ministry. Intern Pastor Cathy is very organized and has handled the demands of school and ministry very well. She takes time for self—care and relaxation to reboot. She is good at: multitasking and not afraid to ask for help and seek answers. Cathy is very prepared to her calling Cathy knows what she needs to fulfill and accomplish her duties.

Level of Competence (0-3) 0-Neglects, 1-Needs Improvement, 2-Satisfied, 3-Exceeds 3

D. Describe the nature and quality of the intern's relationship with:

1. The internship committee.

The committee along with Intern Pastor Doctor Cathy, have developed a very positive working relationship through effective communications, mutual respect, and trust.
I know that I don't know all that's going on, but personally, I'm happy with her relationship with the internship committee.
Honestly, I look forward to our meetings. It has been a great way to know Pastor better and each other.
Intern Pastor Cathy has worked well with the internship committee, sharing her concerns and listening to our concerns. She seems comfortable talking to us and we all agree she has many positive qualities.
Very open to us all.

Level of Competence (0-3) 0-Neglects, 1-Needs Improvement, 2-Satisfied, 3-Exceeds 3

2. The pastor/supervisor.

This relationship seems to have improved considerably over the several months of her internship.
Intern Pastor informed us that her and Pastor Rodger meet frequently and have a very good working relationship.
Intern Pastor Cathy has worked out a good relationship with Pastor Rodger, as they bath went through a learning process of each other's ' strengths, weaknesses, and personalities. They both come from different backgrounds and teaching/ learning experiences.
Cathy now has a good relationship with her supervisor. They are working good together.

Level of Competence (0-3) 0-Neglects, 1-Needs Improvement, 2-Satisfied, 3-Exceeds 3

3. The staff.

Intern Pastor Doctor Cathy has developed a very good working relationship with the entire staff at Salem.

I really do not know, but with her warm personality I'd have to say probably very good.

Intern Pastor Cathy works well with Abi in the office, Harley in custodial duties, Jene in music and worship, and Wayne in multimedia.

Works well with everyone.

Level of Competence (0-3) 0-Neglects, 1-Needs Improvement, 2-Satisfied, 3-Exceeds	3

E. 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?)

As Intern Pastor Doctor Cathy' s internship progressed, her demonstrated understanding of her own beliefs, emotions, confidence and general attitude has shown to the congregation that she is ready to lead. I would describe Intern Pastor Cathy's temperament as "casual joyful". From what I see, she interacts well with everyone in the congregation on a personal level. Much more confident and relaxed. She just gets more and more confident by the week. Intern Pastor Cathy has moved from nervous to confident in working with the congregation. She has moved from casual to reverent in her role, wearing white robes, using flawing arm movements. She has been more joyful - smiling, laughing as she becomes more comfortable. She has been flexible and adaptive making changes in liturgy, communion, and music. Casual, caring, has grown in self-assurance.

Level of Competence (0-3) 0-Neglects, 1-Needs Improvement, 2-Satisfied, 3-Exceeds	3

F. How would you describe the intern's capacity for self-awareness and ability to respond to feedback?

Intern Pastor Doctor Cathy has demonstrated that she is capable of accepting constructive criticism and turning it into a learning process. She has always been quite responsive, candid, and transparent during internship committee meetings. Intern Pastor Cathy seems open and accepting of feedback. Intern Pastor is a very good listener. She has made changes along the way that are asked of her. We've made changes because of her new, fresh ideas. Intern Pastor Cathy knows her strengths and weaknesses and works hard at improving herself and listens to constructive feedback with interest and is receptive to suggestions.

Very well.

Level of Competence (0-3) 0-Neglects, 1-Needs Improvement, 2-Satisfied, 3-Exceeds	3

G. How would you describe the intern's work habits?

She demonstrate strong Judeo-Christian values, such as the sanctity of life, love for God, neighbor, justice, and compassion. Intern Pastor is very committed to her work. I can see that she loves what she does. She also leaves time to care for herself, i.e. swimming and family time. Intern Pastor Cathy is very busy juggling family, school, ministry, and is doing a great job in all areas. She is frequently at church working on sermons and is always well prepared. She is able to set limits/boundaries. She seems very studious, knowledgeable, active and available. Very organized and maintains her work ethic. Level of Competence 3

Level of Competence (0-3) 0-Neglects, 1-Needs Improvement, 2-Satisfied, 3-Exceeds	She demonstrate strong Judeo-Christian values

H. Please describe the intern's best gifts and passions for ministry.

Intern Pastor Doctor Cathy has a very strong commitment to serve God and others, with a quite evident enthusiasm for God's work and the pursuit of holiness.

Intern Pastor Cathy's best gift is her passion for the ministry! After a successful first career, Intern Pastor Cathy would not have chosen this long journey without being totally committed to it being a success for herself, for the congregation, the church, Synod and ELCA.

Second career later in life - that tells me she had the calling, and she pursued it! She has been going through hours and hours of classroom work and on top of that, she is our pastor already. She just jumped in and ran with it.

She has good knowledge and understanding of the Bible. She has a very outgoing personality, and enjoys sharing her faith, and love with others. She is a caregiver, helping others and is very compassionate. She wants to learn more about the word of God.

She has fresh ideas. She has deep feelings about her faith in God and desire to serve others. This says it all!

I. Please identify areas which need further growth. What new insights, knowledge, or skills does the intern need to become more fully competent in pastoral ministry?

Intern Pastor Doctor Cathy has abundantly demonstrated to the parishioners of Salem Lutheran during her internship, that she possesses the aptitude, desire, and intelligence to become a very competent minister.

A person can always find ways to further their growth-all of us. I believe Pastor already has the knowledge, in sights, and skills. She has been doing her pastoral duties for 11 months already.

As her schooling comes to a completion, she will have more time to connect with parishioners, do visitation of the ill and homebound more. Hopefully she will have opportunities for baptisms, marriages, working with youth. As she approaches the end of her year's internship, she will have experienced a full church year of activities, scripture, and liturgy.

I have no idea.

Internship Committee Chairperson Signature: _____ **Date:** 4/25/25
MM/DD/YYYY

PART 3 — INTERN'S RESPONSE

☒ I have read my internship committee's assessment and agree that it is a fair evaluation of me and my internship experience.

☐ I have read my internship committee's assessment and agree with the evaluation with the following exceptions or additions:

I agree and am humbled by this evaluation. Internship has been an amazing path in my journey and I look forward to what lies ahead.

Intern's Signature: Catherine Reuter Digitally signed by Catherine Reuter Date: 2025.04.24 16:14:26 -05'00'

Date: _____
MM/DD/YYYY