



WORD AND SACRAMENT FINAL EVALUATION SUPERVISOR

Seminary: Luther Seminary Congregation/Institution: Salem Lutheran/Long Lake Lutheran

Name of Intern: Catherine Reuter Name of Supervisor: Rodger Prois

Address: W3114 Church Rd Sarona WI 54870
CITY STATE POSTAL CODE

Dates of Internship – From: 07/01/2024 To: 05/18/2025
MM/DD/YYYY 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 address the intern's pastoral and theological competence, personal faith and commitment to ministry, personal characteristics and interpersonal skills.

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

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

- 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)

Catherine began her internship as a theologically trained retired medical doctor. I feel she has taken on the role as Pastor and is now is a theologically sound retired doctor who is ready to serve the church. Her first career did not require a public presence but she has become much more comfortable in leading worship and being the person the congregation looks to for spiritual guidance. I sense that her years of experience as a lay leader in congregations helped her understand the systems at play in the parish and she has come to understand where the Pastor fits in the organization.

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

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

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).

Level of Competence: Not yet competent Competent

Please explain:

Catherine was a voting member to the Synod Assembly where a new bishop was elected giving her the opportunity to experience that expression of the church. She has also initiated a program connecting the congregation with the community and allowing more leaders from other nonprofits to relate with Salem.

B. Theological Articulation

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

Level of Competence: Not yet competent Competent

Please explain:

It is evident that Catherine engaged with Lutheran theology with an intent to inculcate the faith we teach and preach.

C. Leading Worship

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

Level of Competence: Not yet competent Competent

Please explain:

Catherine's comfort level in leading worship and her ease in being in front has greatly improved. I have noticed this is viewing the livestream services and from conversations with worshipers.

D. Preaching

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

Level of Competence: Not yet competent Competent

Please explain:

As stated earlier, she is solidly Lutheran and delivers that theology well in her preaching. She uses stories and other instruments of rhetoric well. She is easy to follow and stays on course in her thought process. She was part of a five congregation "round robin" preaching event for the Wednesday Lenten services which could have been difficult for her. She was well received and appreciated at all of the congregations.

E. Teaching Adults

Consider 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: Not yet competent Competent

Please explain:

Early in the internship I suggested that Catherine develop an adult learning opportunity and she did so. Her teaching is Socratic and she displays a good understanding of scripture and Lutheran thoughts.

F. Teaching Youth and Children

Consider both material and presentation for various age groups.

Level of Competence: Not yet competent Competent

Please explain:

Salem Lutheran, her detached site, has no children, however she was able to connect with a neighboring congregation with a well developed youth ministry and lead some confirmation sessions that were well received and gave her the experience she might not have had otherwise.

G. Evangelism

Consider their ability to welcome and interact with strangers as well as offer a witness to Jesus Christ.

Level of Competence: Not competent Competent

Please explain:

Catherine tells of a person she connected with following a funeral who was not an active church person and related well.

H. Pastoral Care

Consider their 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: Not yet competent Competent

Please explain:

Catherine's years of medical practice prepared her well for entering into peoples lives with a pastoral heart.

I. 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: Not yet competent Competent

Please explain:

Again, her years of lay leadership experience, gave her a good grounding so that she could immediately function with others as a partner in leading the church. When staff issues arose she displayed her maturity and remained focused on the need to move ahead.

J. Stewardship Leader

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

Level of Competence: Not yet competent Competent

Please explain:

Catherine and her husband have been leaders in their personal stewardship that helps her speak of the spiritual gift of giving.

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.

Level of Competence: Not yet competent Competent

Please explain:

Catherine's establishing that one Sunday of each month would allow someone from the community to communicate the work of their nonprofit can be directly tied to her understanding of Matthew 25.

PART 2 — ASSESSMENT OF PERSONAL CHARACTERISTICS NEEDED FOR PASTORAL MINISTRY

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

I feel it is evident that she senses a deep call given that she could have retired and no one would have faulted her from entering the third chapter of life as many do. She heard the call and is doing the unusual by accepting the leadership role in the church.

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

She has been effective and did so expeditiously.

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

Catherine's view of the church, as an organic system, is grounded in experience and wisdom. She is well prepared by her life journey and some by the seminary.

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

1. The internship committee.

As is hoped in these situation, her relationship has been a respectful partnership. She has listened to the comments made and accepted

2. The pastor/supervisor.

It took a while for Catherine and I to agree on what she was expecting from our relationship. Once we reached a consensus I was able to provide support and my insights of the functioning of the church.

3. The staff.

Catherine was faced with some staff issues early on and she was able to be professional and undifferentiated.

- E. How would you describe the intern's general temperament and disposition as experienced in the congregation (e.g. - angry, nervous, confident, casual, careless, serious, joyful, flexible, controlling, adaptive, etc?)

She demonstrated a sincere desire to serve and help people grow spiritually. She did so with a good nature and a sense of humor.

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

Catherine understood that a career change would bring about her need to grow in areas that she had not needed to in the past.

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

As someone who had been in a fairly high stress occupation she maintained that same work ethic. She understands that others rely on her being timely and accomplishes well within the needed time frame.

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

Catherine's call to ministry was rooted in her desire to develop deeper relationship with people and serve them. Her love of God and heart for the well being of others are true driving forces. She has an innate compassion for all. Her intellect is easily seen.

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?

I have come to view ministry as a journey, upon which we are continually growing and learning. I believe that those things that Catherine needs to acquire will come through "on the job" experience.

Supervisor's Signature: Rev Rodger Prois

Digitally signed by Rev Rodger Prois
Date: 2025.04.24 16:59:51 -05'00'



Date: _____

MM/DD/YYYY

PART 3 — INTERN'S RESPONSE

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

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

Intern's Signature: Catherine Reuter



Date: 4/24/25
MM/DD/YYYY