



ARCHDIOCESE OF PORTLAND IN OREGON
Seminarian
Pastoral Summer Assignment
SUPERVISOR EVALUATION

SEMINARIAN _____

NAME OF PASTOR/SUPERVISOR _____

PARISH/ASSIGNMENT LOCATION _____

PASTOR/SUPERVISOR PHONE _____

At the end of the assignment, the supervisor evaluates their seminarian in each of the areas noted below. The following “priestly qualities” are largely drawn from Pope John Paul II’s Apostolic Exhortation *Pastores Dabo Vobis*, issued in 1992. **The supervisor and the seminarian are to sign and date the evaluation after it is reviewed.** The supervisor is to return the signed Supervisor Evaluation to the **Office of Vocations no later than August 16**, so that it can be copied and forwarded to the seminary by the start of the academic year. Supervisors and seminarians are to make their own copies for their records. The frank and thorough assessment by the seminarian’s supervisor is greatly appreciated, for the good of the Church and the seminarian.

EFFECTIVENESS RATINGS

PASTORS VERY IMPORTANT NOTE: [1] OUTSTANDING MEANS VERY LITTLE, IF ANY, ROOM FOR IMPROVEMENT, i.e. 1’s and 5’s should be as equally rare.

[1] Outstanding	Consistently exceptional, <u>exceeded</u> expectations <u>nearly all</u> of the time.
[2] Very Good	More than satisfactory, <u>exceeded</u> expectations <u>most</u> of the time.
[3] Good	Fulfilled requirements, <u>met</u> expectations <u>most</u> of the time.
[4] Problematic	Some significant difficulties, <u>met</u> expectations <u>some</u> of the time.
[5] Unacceptable	Completely failed in this area, expectations <u>rarely, if ever met.</u>
[N/A]	Not applicable or unable to evaluate.

Thanks to an initial and gradual experience of ministry, future priests will be able to be inserted into the living pastoral tradition of their particular church. They will learn to open the horizon of their mind and heart to the missionary dimension of the church's life. They will get practice in some initial forms of cooperation with one another and with the priests alongside whom they will be sent to work. These priests have a considerably important role, in union with the seminary program, in showing the candidates how they should go about pastoral work.

When it comes to choosing places and services in which candidates can obtain their pastoral experience, the parish should be given particular importance, for it is a living cell of local and specialized pastoral work in which they will find themselves faced with the kind of problems they will meet in their future ministry.

HUMAN PERFECTION

<p>“The priest, who was called to be a living image of Jesus Christ, head and shepherd of the Church, should seek to reflect in himself, as far as possible, the human perfection which shines forth in the incarnate Son of God and which is reflected with particular liveliness in his attitudes towards others as we see narrated in the Gospels.” (PDV #43)</p>	Effectiveness					
	Outstanding	Very Good	Good	Problematic	Unacceptable	Not applicable
	1	2	3	4	5	N/A
1. Gives evidence of a personality that is a bridge for others to meet the Lord, rather than an obstacle.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Evidences appropriate compassion for the depths of human suffering.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Able to perceive difficulties and respond to them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Is able to enter into mature adult relationships.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Creates an atmosphere of trust and cooperation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Gives evidence of being a balanced person in judgments and behavior, i.e., self-disciplined.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Shows respect for every person of all ages and walks of life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Is true to his word.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Demonstrates a spirit of generosity and a readiness to serve.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Evidences a friendly, affable and hospitable disposition.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Shows evidence of being a prudent and discreet person.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Has realistic expectations of self and others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Is attentive to appropriate personal appearance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

PASTORAL CHARACTER

“The whole formation imparted to candidates for the priesthood aims at preparing them to enter into communion with the charity of Christ the good shepherd. Hence their formation in its different aspects must have a fundamentally **pastoral character**. The council's decree Optatam Totius states so clearly when speaking of major seminaries: ‘The whole training of the students should have as its object to make them true shepherds of souls after the example of our Lord Jesus Christ, teacher, priest and shepherd.’” (PDV #57)

Effectiveness						
Outstanding	Very Good	Good	Problematic	Unacceptable	Not applicable	
1	2	3	4	5	N/A	
14. Is consistently punctual.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Is able to deal with the ambiguities of life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Gives evidence of being self-confident.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Is capable of being appropriately assertive.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. Handles conflicts constructively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. Assumes responsibility for his decisions and actions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. Disciplined in his use of time and personal energies.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. Able to recognize the theological dimensions of pastoral work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. Aware of his personal strengths and limitations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. Committed to seeking the assistance of others for their input, skills, and perspective when necessary and/or appropriate.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. Completes the pastoral responsibilities assigned to him.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. Able to work with the other priests in the parish and the area in his pastoral activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. Willing and able to work with the lay men and women in the pastoral activities of the parish.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27. Committed to expanding his knowledge and skills in the area of pastoral ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28. Shows a sensitivity to the ecumenical concerns of the church.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
29. Takes the proper initiative in pastoral matters.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

INTELLECTUAL FORMATION

“The **intellectual formation** of candidates for the priesthood finds its specific justification in the very nature of the ordained ministry, and the challenge of the `new evangelization'. The circumstances of our times strongly demand a higher level of intellectual formation such as will enable priests to proclaim the changeless Gospel of Christ and to make it credible to the legitimate demands of human reason. The commitment to study is not an external and secondary dimension of the seminarian's human, Christian, spiritual and vocational growth. In reality through study, especially the study of theology, the future priest assents to the Word of God, grows in his spiritual life and prepares himself to fulfill his pastoral ministry.”
(PDV #51)

	Effectiveness					
	Outstanding	Very Good	Good	Problematic	Unacceptable	Not applicable
	1	2	3	4	5	N/A
30. Acts with the solicitude of the Church towards the victims of poverty, violence and injustice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31. Gives evidence of patience, flexibility and a sense of humor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32. Is receptive to supervisory correction and evaluation feedback.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
33. Willing to follow diocesan and Parish procedures.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
34. Willing to follow suggestions made in supervision.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
35. Communicates clearly and thoughtfully.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
36. Exercises authority with humility.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
37. Gives evidence in his teaching and preaching of a sound understanding of the faith.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
38. Gives faithful assent to the ordinary as well as the extraordinary Magisterium of the Church.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
39. Capable of critical thinking; analysis that goes beyond superficial interests and concerns.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
40. Is able to proclaim the Gospel message using the cultural modes of the day.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
41. Evidences a deep appreciation and reverence for the liturgical and sacramental life of the Church, especially the Eucharist.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

SPIRITUAL FORMATION

<p>“Spiritual Formation has its roots in the experience of the Cross which in deep communion leads to the totality of the Paschal Mystery. For every priest his spiritual formation is the core which unifies and gives life to his being a priest and acting as a priest. Spiritual formation should be conducted in such a way that the students may learn to live in intimate and unceasing union with God the Father through his Son Jesus Christ, in the Holy Spirit. Those who are to take on the likeness of Christ the priest by sacred ordination should form the habit of drawing close to him as friends in every detail of their lives. They should live his paschal mystery in such a way that they will know how to initiate into it the people committed to their charge.” (PDV #45)</p>	Effectiveness					
	Outstanding	Very Good	Good	Problematic	Unacceptable	Not applicable
	1	2	3	4	5	N/A
42. Demonstrates an ease and comfortableness in serving at the altar.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
43. Consistently and punctually fulfills his obligations to communal spiritual activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
44. Gives evidence of the value and need for meditation and solitude.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
45. Is faithful to liturgical prayer (Eucharist, Divine Office, Sacraments)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
46. Gives evidence of holiness in demeanor and speech; i.e., simplicity of life, charitable in speech, and respectful of confidentiality.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
47. Gives evidence of love for God's Word.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
48. Gives evidence of a spirit of gratitude, charity, and forgiveness.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
49. Gives evidence of a lively faith, aware of God's presence and action in the world.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
50. Capable of establishing wholesome and chaste relationships with men and women consistent with the celibate life of a priest.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

Commendations — Acknowledge gifts and talents already present.

Recommendations — Identify areas where growth is needed.

This completed evaluation has been reviewed by the pastor/supervisor and seminarian.

Seminarian Signature

Date

Pastor/Supervisor Signature

Date

(Form Revised: March 23, 2016)