

**PENINSULA-DELAWARE ANNUAL CONFERENCE
DEACON IN PRIMARY APPOINTMENT IN LOCAL CHURCH
PERFORMANCE REVIEW FOR 2021**

DEACON: _____

CHARGE: _____

A. SERVANT MINISTRY STRENGTHS

Rank in order from 1 (strongest) to 4 (weakest)

- _____ Servant Leadership
- _____ Worship & Preaching
- _____ Compassion & Justice
- _____ Bridge Building

B. FUNCTIONS OF MINISTRY

DIRECTIONS: In the discussion of your deacon's ministry, make sure that each area of ministry is covered in the dialogue. Assuming the deacon is meeting or exceeding expectations, please check the 'Meets' box. If expectations are unmet, check the 'Does Not Meet' box. A deacon can meet basic expectations and there can still be an area(s) that needs addressing to improve effectiveness which can be noted in SECTION C below.

SERVANT LEADERSHIP/DIAKONIA

Fulfills servant ministry in the world and leads in relating the gathered life of laity to ministry in the world.

- | | |
|--|--|
| <input type="checkbox"/> Meets the basic expectations of servant leadership | <input type="checkbox"/> Does not meet basic expectations |
|--|--|

WORSHIP & PROCLAMATION

Assists pastor and laity in meaningful worship services demonstrating the servant role of Jesus Christ. Interrelates worship in the gathered community with service to God in the world. Preaches scriptural, understandable and inspiring sermons.

- | | |
|--|--|
| <input type="checkbox"/> Meets the basic expectations of worship and proclamation | <input type="checkbox"/> Does not meet basic expectations |
|--|--|

ASSISTANCE IN SACRAMENTAL MINISTRY

Assists pastor in administering the sacraments of Baptism & Holy Communion. Demonstrates a servant role in preparation of elements, table and font, as well as appropriate removal of same. Assists laity in distributing communion elements to the sick and shut-in. Can clearly articulate the meaning of sacraments to those within the congregation and those who are outside the fellowship of the church.

- | | |
|--|--|
| <input type="checkbox"/> Meets the basic expectations of assistance in sacramental ministry | <input type="checkbox"/> Does not meet basic expectations |
|--|--|

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TEACHING/DISCIPLESHIP

Plans and/or teaches Bible studies, lay leadership classes, pastoral care groups, etc. that form and nurture disciples. Trains laity in servant ministry areas.

- | | |
|---|--|
| <input type="checkbox"/> Meets the basic expectations of teaching/discipleship | <input type="checkbox"/> Does not meet basic expectations |
|---|--|

MISSIONS & EVANGELISM

Embodies the church's mission to the world by implementing bridge building ministries that lead laity in mission to the world, and helps the world find its way into the life of the church.

- | | |
|---|--|
| <input type="checkbox"/> Meets the basic expectations of missions & evangelism | <input type="checkbox"/> Does not meet basic expectations |
|---|--|

ADMINISTRATION

Supports church leaders, committees and staff (when applicable), helping to plan and implement the ministry of the church. Develops policies and procedures for servant ministries of mission and bridge building to be implemented.

- | | |
|--|--|
| <input type="checkbox"/> Meets the basic expectations of administration | <input type="checkbox"/> Does not meet basic expectations |
|--|--|

COMPASSION & JUSTICE

Leads the congregation in interpreting the needs, concerns and hopes of the world, has ministry with the marginalized beyond the local church, and points to the emerging needs of the world in the future.

- | | |
|--|--|
| <input type="checkbox"/> Meets the basic expectations of compassion & justice | <input type="checkbox"/> Does not meet basic expectations |
|--|--|

INTERPERSONAL FACTORS

Demonstrates healthy interpersonal relational skills, demonstrates skill in conflict resolution, accepts constructive criticism, and listens well.

- | | |
|---|--|
| <input type="checkbox"/> Meets the basic expectations in relating to people to perform the ministry required of the church | <input type="checkbox"/> Does not meet basic expectations |
|---|--|

COMMUNITY/DENOMINATIONAL/ECUMENICAL

Participates in the Community, District, Conference, Order of Deacon and/or greater church activities, and where appropriate uses United Methodist materials. A deacon is not expected to be equally involved in all these areas. Focus on the area(s) noted in the covenant established with the deacon.

- | | |
|--|--|
| <input type="checkbox"/> Meets the basic expectations in Community and/or denominational and/or ecumenical activity | <input type="checkbox"/> Does not meet basic expectations |
|--|--|

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C. POTENTIAL AREA(S) TO INCREASE EFFECTIVENESS

In the process of the discussing your deacon's ministry, there may have been one or two areas which could increase the deacon's effectiveness. List them below and include the plan to address the area(s) in the Covenant.

1.

2.

D. A NARRATIVE ON THE DEACON'S WORK & EFFECTIVENESS

Give an assessment on how your deacon's influence has affected the church's ministry. Comment on strengths and area(s) that need addressing in next year's Covenant. If needed, you can use an additional page.

E. SIGNATURES

S/PPRC CHAIRPERSON	PASTOR
CONFERENCE LAY MEMBER	LAY LEADER
COMMITTEE MEMBERS	

Date Submitted [Click here to enter a date.](#)