

**PENINSULA-DELAWARE ANNUAL CONFERENCE  
DEACON IN PRIMARY APPOINTMENT IN LOCAL CHURCH  
PERFORMANCE REVIEW FOR 2020**

**DEACON:** \_\_\_\_\_  
**CHARGE:** \_\_\_\_\_

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**A. SERVANT MINISTRY STRENGTHS**

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

Servant Leadership  
Worship & Preaching  
Compassion & Justice  
Bridge Building

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**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.

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**SERVANT LEADERSHIP/DIAKONIA**

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

**Meets the basic expectations  
of servant leadership**

**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.*

**Meets the basic expectations  
of worship and proclamation**

**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.*

**Meets the basic expectations  
of assistance in sacramental  
ministry**

**Does not meet basic  
expectations**

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**TEACHING/DISCIPLISHIP**

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

**Meets the basic expectations  
of teaching/discipleship**

**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.*

**Meets the basic expectations of  
missions & evangelism**

**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.*

**Meets the basic expectations of  
administration**

**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.*

**Meets the basic expectations of  
compassion & justice**

**Does not meet basic  
expectations**

**INTERPERSONAL FACTORS**

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

**Meets the basic expectations in  
relating to people to perform  
the ministry required of the  
church**

**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.*

**Meets the basic expectations in  
Community and/or  
denominational and/or  
ecumenical activity**

**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**

<b>S/PPRC CHAIRPERSON</b>	<b>PASTOR</b>
<b>CONFERENCE LAY MEMBER</b>	<b>LAY LEADER</b>
<b>COMMITTEE MEMBERS</b>	

Date Submitted