



# Michigan District Deacon Evaluation Form

Name of Deacon \_\_\_\_\_ Supervising Pastor \_\_\_\_\_

Congregation, City \_\_\_\_\_ Congregation, City \_\_\_\_\_

Date of Evaluation \_\_\_\_\_

## THE DEACON: PERSONAL CHARACTER

From the following personal characteristics circle up to ten of the qualities which you believe best identify the deacon. Not selecting a characteristic does not imply a deficiency on the part of the deacon.

Humble	Gentle	Giving	Confident
Mature	Hospitable	Peaceful	Energetic
Disciplined	Reputable	Loving	Conscientious
Dependable	Wise	Serving	Dedicated
Honest	Faithful	Serious	Discerning
Sensitive	Responsible	Empathetic	Encouraging
Sacrificial	Patient	Thankful	Forgiving
Gracious	Respectful	Trustworthy	
Cheerful	Persistent	Creative	

Do deficiencies in any of the above characteristics raise concerns about the deacon in your observation of him in the parish setting?

Describe the relationship between you and the deacon, e.g. openness, guidability, loyalty, willingness, consideration, frequency of communication, and evaluation.

## THE DEACON: PASTORAL SKILLS

On a scale of 1-5, which best represents your evaluation of the deacon in the following areas:

### PREACHING

#### 1. Sermon Study

Superficial study of Biblical text	1	2	3	4	5	Thorough study of Biblical text
Weak doctrinal Application	1	2	3	4	5	Strong application of doctrinal content

#### 2. Sermon Construction

Thoughts and ideas lack coherence	1	2	3	4	5	Thought progression carefully structured
Fails to touch Lives of hearers	1	2	3	4	5	Significant application to the whole person

#### 3. Sermon Delivery

Obvious Discomfort before people	1	2	3	4	5	Confidently poised before people
Inarticulate in sermon delivery	1	2	3	4	5	Fluent in presenting the message
Manuscript detracts From communication	1	2	3	4	5	Healthy freedom from manuscript

#### 4. Law/Gospel Orientation

L/G distinction not maintained	1	2	3	4	5	Clearly articulates L/G perspective
Inadequate focus On Gospel	1	2	3	4	5	Christ proclaimed clearly

Comments on Preaching:

## TEACHING

### 1. Preparation

Poorly prepared lesson plans	1	2	3	4	5	Well prepared lesson plans
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### 2. Teaching Technique

Classes fail to motivate	1	2	3	4	5	Consistently engages class in learning
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Same approach in every class	1	2	3	4	5	Employs a variety of techniques
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### 3. Classroom Management

Unable to maintain class environment	1	2	3	4	5	Maintains healthy learning atmosphere
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### 4. Content

Fails to use Scripture correctly	1	2	3	4	5	Properly utilizes God's Word
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Comments on Teaching:

## WORSHIP

### 1. Conduct of Service

Shows little preparation	1	2	3	4	5	Exhibits preparation for leading worship
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Conduct detracts from worship	1	2	3	4	5	Maintains worshipful atmosphere
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### 2. Liturgies

Difficulty in using different forms	1	2	3	4	5	Adjusts well to appropriate variety
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### 3. Service Planning

Lack skill for service planning	1	2	3	4	5	Proficiency in structuring worship
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Comments on Worship:

## PASTORAL CARE

### Visitation

Little initiative in calling	1	2	3	4	5	Actively initiates visits with members
Insensitive to Needs of others	1	2	3	4	5	Carefully assess needs of others
Weak in sharing Gospel	1	2	3	4	5	Effectively shares Christ personally
Lacks active listening skills	1	2	3	4	5	Listens carefully to persons

### Personal & Relational Skills

Cold & Distant	1	2	3	4	5	Warm & Friendly
Calloused	1	2	3	4	5	Compassionate & Caring
Waits for others To initiate conversation	1	2	3	4	5	Initiates conversation
Always Serious	1	2	3	4	5	Sense of Humor
Unable to offer appropriate help	1	2	3	4	5	Adequately directive with people
Unable to keep confidences	1	2	3	4	5	Maintains confidences professionally

Comments on Pastoral Care:

## ADMINISTRATION & LEADERSHIP

### Administration

Inefficient use of time/resources	1	2	3	4	5	Efficiently uses time/resources
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Does everything Himself	1	2	3	4	5	Delegates tasks to competent others
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Does not complete tasks	1	2	3	4	5	Follows through on tasks
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Lacks insight for new ideas	1	2	3	4	5	Provides new perspectives
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### Multi-staff Ministry

Difficulty working with others	1	2	3	4	5	Works well as a team member
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### Leadership

Dominates other or abrogates leadership	1	2	3	4	5	Properly motivates, organizes and leads
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Comments on Leadership:

**EVANGELISM & MISSION**

Has little or no Interest in outreach	1	2	3	4	5	Evidences concern for the unchurched
Seldom displays Intentional evangelistic	1	2	3	4	5	Speaks and acts to reach the lost
Minimal involvement in Extra-congregational Mission work	1	2	3	4	5	Actively promotes mission work beyond the congregation

Comments on Evangelism and Mission:

**THE DEACON: WIFE AND FAMILY**

Comment on the deacon's wife and family, e.g. strength of relationship, support for deacon's ministry, understanding of parish ministry and its demands.

Signature of Supervisor \_\_\_\_\_

Signature of Deacon \_\_\_\_\_

**RECOMMENDATIONS**